



Regular Board Meeting Agenda

Tuesday, June 8, 2021 | 6:00 PM | District Office Board Room, 8176 N. Westover, Joseph City, AZ 86032

Items on the regular meeting agenda may be discussed in executive session related to employment matters, for the purpose of obtaining legal advice thereon or other matters pursuant to A.R.S. 38-431.03(A). The Governing Board may change the order of agenda items, pursuant to Governing Board Policy BEDB.

1. OPENING ITEMS

- 1.A. Call to Order
- 1.B. Roll Call
- 1.C. Pledge of Allegiance
- 1.D. Invocation
- 1.E. Adoption of Agenda
- 1.F. Approve Minutes of the May 11, 2021 Regular Board Meeting



**Minutes of Regular Board Meeting of the Governing Board
Joseph City Unified School District
District Office Board Room | 8176 N. Westover | Joseph City, AZ 86032
Tuesday, May 11, 2021**

Members present

Rhonda Roberson, Clerk; Andrew Bushman; Dayton Flake; Karsten Flake

Administrators present

Bryan Fields, Superintendent; Eric Miller, Principal; Steve Mills, Business Manager

Others present

8 Community members

1. PUBLIC HEARING

A. FY20-21 Budget Revision #2

Changes to the 2020-21 Budget were presented.

2. OPENING ITEMS

A. Call to Order

Rhonda Roberson called the meeting to order 6:00 p.m.

B. Roll Call

C. Pledge of Allegiance

D. Invocation

E. Adoption of Agenda

Motion to adopt the agenda.

Motion by Rhonda Roberson, second by Dayton Flake

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

F. Approve Minutes of the April 13, 2021 Regular Board Meeting

Motion to approve the minutes as presented.

Motion by Rhonda Roberson, second by Dayton Flake

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

G. Superintendent's Report

Mr. Fields reported on current school events, including a plan to replace SmartBoards with Promethean interactive panels using federal grant funds. Jason Gardner presented information to the board on the interactive panels and Mr. Mills reported on the resulting cost savings to the district.

3. CALL TO THE PUBLIC

Bob Winner addressed the board and asked for clarification on the cost of the Promethean panels.

4. EXECUTIVE SESSION

None.

5. CONSENT AGENDA

Motion to approve the Consent Agenda items as presented.

Motion by Rhonda Roberson, second by Dayton Flake

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Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

A. Approve Expense Vouchers

Action to ratify district vouchers for period 4/8/21 through 5/5/21.

General and Special Funds: #22 \$126,675.15; #23 \$130,480.07; #24 \$126,369.88; #146 \$40,300.91; #1050 \$1,752.6; #1051 \$47,496.64; #1052 \$6,186.55; #1053 \$1,914.22

Auxiliary Operations Funds: #1055 \$2,265.65; #1056 \$1,216.98

Student Activities Fund: none

B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of 4/1/21 through 4/30/21.

C. Approve the 2021-22 Intergovernmental Agreement with the Northern Arizona Vocational Institute of Technology (NAVIT) for the Provision of Career and Technical Education Courses

D. Intergovernmental Agreement with Holbrook Unified School District

Action to approve the renewal of the intergovernmental agreement with Holbrook Unified School District for shared services.

E. Acceptance of Grants and Donations

- **Donation of \$500 from the Navajo County Sheriff's Office and the Navajo County Attorney's Office for Graduation Night Activities**
- **Donation of Clay Pellets from Gary Rice for the High School Agriculture Program.**
- **Donation of a Circuit Set to JCHS Science Program by Mr. Hunt.**

F. Approval of Delegation of Procurement Authority to the Superintendent from May 12, 2021 through December 31, 2021

This delegation of authority is pursuant to Arizona Administrative Code Rule R7-2-1007 to ensure that procurement of technology related equipment, software and services may continue on a timely basis by removing a four to six-week delay in receiving Governing Board approval for award recommendations. Authority is delegated to the superintendent to approve technology-related single or cooperative contract purchases between \$100,000 and \$175,000 from May 12, 2021 through December 31, 2021.

6. PERSONNEL REQUESTS

A. Employee Assignments, Employee Renewals, Volunteers, Employee Resignations

Motion to approve employee renewals, volunteers, and resignations as presented.

Motion by Rhonda Roberson, second by Andrew Bushman

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

EMPLOYEE ASSIGNMENTS:

Andy Foree - Skilled Seasonal Worker

Julie Mills - Skilled Seasonal Worker/Extended Contract

Anna Smith - Skilled Seasonal Worker

Jim Stradling - Skilled Seasonal Worker

RENEWALS:

See attached list

RESIGNATIONS:

Valorie Brooks

Jennie Miller

B. Personnel Appointments

Motion to approve personnel appointments as presented.

Motion by Rhonda Roberson, second by Andrew Bushman

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

Jay Edwards - Lifeguard
Lauren Farr - Seasonal Worker
Matthew Fields - Seasonal Worker
Taylor Fields - Seasonal Worker
Rhiannon Fish - Special Education Secretary [Current Year through FY22]
Kimberlin Johnstun - Seasonal Worker
Gerard Krebs - Maintenance Tech / Bus Driver (ratification) [Current Year through FY22]
Kylie Miller - Swimming Pool Asst. Manager [Current Year through FY22]
Max Mosier - Seasonal Worker
Nichole Neat - Library Aide (Elementary) [Current Year through FY22]
Jasmine Nells - Seasonal Worker
Callie Pugh - Seasonal Worker
Hailey Rush - Seasonal Worker
Anna Smith - Instructional Aide (ratification) [Current Year through FY22]
Jill Strong - Seasonal Worker

C. Discussion and Possible Approval of Compression Adjustments to the Management Team Pay Schedule for the Maintenance Coordinator, Technology Coordinator, Elementary Principal and Jr/Sr High School Principal Positions

Motion to increase the salary schedule by \$4,500 for the four Management Team positions as presented.

Motion by Rhonda Roberson to bring to a vote, second by Dayton Flake

Discussion: Board members discussed the amount of the increase and how the increase would be applied to the affected positions.

Rhonda Roberson amended her motion to approve an increase of \$4,000 for the four Management Team positions.

Final Resolution: Motion carries

Yes: Andrew Bushman, Dayton Flake, Karsten Flake

No: Rhonda Roberson

D. Appointment of Joseph City Elementary School Principal

Motion to approve appointment of Darrel Mosier as Elementary School Principal

Motion by Rhonda Roberson, second by Andrew Bushman

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

7. ACTION ITEMS

A. Approve FY20-21 Budget Revision #2

Motion to approve the FY20-21 Budget Revision #2 as presented.

Motion by Rhonda Roberson, second by Dayton Flake

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

B. Increase the Student Meal Reimbursement Rates for Student Activity Travel

Motion to approve the increase in the student meal reimbursement rates for student Activity Travel as presented.

Motion by Rhonda Roberson, second by Karsten Flake

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

C. Reinstatement of the High School Cheer Team for 2021-2022

Motion to reinstate High School Cheer Team.

Motion by Rhonda Roberson, second by Karsten Flake

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

8. DISCUSSION ITEMS

None.

9. INFORMATION ITEMS

A. New High School Geometry, Algebra I and Algebra II Textbooks

Textbooks will be available for public review at the Joseph City Unified School District Office for 60 days. A recommendation for adoption will be made to the Governing Board at the conclusion of the review period.

B. Requests for Future Agenda Items

Consider additional staff pay increases at a future board meeting.

C. Upcoming Meetings and Events Calendar

- Kindergarten Promotion - May 18, 2021 at 6:00 p.m.
- 8th Grade Promotion - May 19, 2021 at 7:00 p.m. (Auditorium)
- High School Graduation - May 20, 2021 at 7:00 p.m. (Auditorium)
- Next Regular Board Meeting - June 8, 2021 at 6:00 p.m.

10. ADJOURNMENT

Motion to adjourn the meeting.

Motion by Rhonda Roberson, second by Andrew Bushman

Final Resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Dayton Flake, Karsten Flake

Meeting adjourned at 7:06 p.m.

APPROVED:

Board Clerk or President

1.G. Superintendent's Report

June 2021 Board Meeting Current Event Report

Prepared by B. Fields

- Thank you for attending the graduation ceremonies. I felt like they were both nice events and everything went smoothly. I would also like to recognize those responsible: Eric Miller, Brad Fischer, and Dan Bushman for all their work in this.
- Recently the ice machine in the field house was replaced. It was not working. This ice machine gets significant use by the athletic teams.
- The state has added a year on to the Governor's Grant on Substance Abuse and we have been told that our application for this grant has been approved as well. This grant can potentially add approximately \$170,000 to youth programs and things which could help our students. For example, we've used this grant the last two years to support the family evening classes (Strengthening Families), and curriculum resources for lessons at the respective grade levels.
- We have recently ordered some building capacity plaques to post in areas of the school. This was done according to the suggestion made by the state fire marshal. Some other items of note from the inspector are also being taken care of such as replacing "daisy chain" electric cords with cords that are compliant.
- Our buses have passed their annual inspections.
- I contacted the County on the additional school zone signs that was discussed at the last Board meeting. They had me complete an application for the signs so that they are aware of our plan for putting them out and taking them back on school days, and so that there is documentation in their records.
- We are doing some analysis into potential savings and improvements that may result if we were to install artificial grass in certain areas on school property, and possible convert solar water heat for the swimming pool. If you would like to discuss this further, please let me know.
- I am pleased to report that the Elementary school, specifically 3rd grade, has some vegetables and apples growing in their garden area. Peter Bushman and some students are planning to check on these things throughout the summer.
- As part of the requirement for receiving ESSR III (Federal COVID Funds), we will need to schedule some community hearings for discussion of how the funds might be spent. More information will be forthcoming. It has been listed in a state report that the JCUSD amount of ESSER III funds will be \$1,297,789.60
- We've done some analysis on the distance learning time that our students had this past year. In short, approximately 24% of instruction for all students was done remotely this year. This includes students who chose to learn from home, students who went home with illness, and the time period at the beginning of the year when our schools were not open as usual. We are not planning to offer distance learning this upcoming year.
- The technology department is working on updating all of the computers throughout the District as well as replacing our main computer domain controller server and virtual machine host software.
- The Auditorium roof (smoke) hatches have been repaired and some of the hatch hardware has been updated. Other Auditorium maintenance is being scheduled, as well as upkeep and maintenance on the schools' fire alarm equipment.

- We have the custodial summer work crew conducting deep cleaning throughout the schools and sanitizing things such as all of the PE play equipment.
- We are preparing an RFQ for some flooring in the District. Specifically, areas that are more worn down such as the Band room. Preparations are also being made to purchase a protective cover for the HS Gymnasium. This cover will prevent scratches and unnecessary wear that the floor receives during activities such as wrestling meets, or during the weeks of the FB camp.



Summary of Financial Operations (Unaudited)
May 31, 2021

Fund		Budget	YTD Expenses	Balance	Encumbrances	Budget Balance
001	Maintenance & Operation	\$4,915,376	\$3,779,186	\$1,136,190	\$ 431,928	\$ 704,262
010-013	Classroom Site Funds	\$ 458,581	\$ 107,341	\$ 351,240	\$ 55,482	\$ 295,758
100-130	Title I	\$ 260,000	\$ 149,194	\$ 110,806	\$ 20,385	\$ 90,421
140-150	Title II - Professional Development	\$ 50,000	\$ 7,889	\$ 42,111	\$ -	\$ 42,111
200-209	Title VII - Indian Education	\$ 15,000	\$ 8,000	\$ 7,000	\$ -	\$ 7,000
220-229	IDEA/Special Education Grants	\$ 175,000	\$ 76,926	\$ 172,894	\$ 4,876	\$ 168,018
230	Johnson-O'Malley (JOM)	\$ 4,500	\$ 2,106	\$ 2,394	\$ 77	\$ 2,317
260-270	Career & Technical Ed (CTE) - Federal	\$ 13,000	\$ 10,864	\$ 2,136	\$ 1,834	\$ 303
290-291	Medicare Reimbursement	\$ 18,000	\$ 12,000	\$ 6,000	\$ 301	\$ 5,699
326-346	ESSER / CARES / ESG	\$ 887,677	\$ 278,620	\$ 609,057	\$ 154,733	\$ 454,323
374	E-Rate	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -
390-396	REAP (Federal Rural Assistance)	\$ 50,336	\$ 30,145	\$ 20,191	\$ 11,652	\$ 8,539
400	Career & Technical Ed (CTE) - State	\$ 10,000	\$ 2,545	\$ 7,455	\$ 73	\$ 7,382
466	Healthy Drug-Free Community	\$ 185,000	\$ 60,436	\$ 124,564	\$ 21,514	\$ 103,050
506	School Plant (Sale)	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000
510	Food Service	\$ 300,000	\$ 174,189	\$ 125,811	\$ 36,891	\$ 88,920
515	Civic Center	\$ 10,000	\$ 673	\$ 9,327	\$ -	\$ 9,327
520	Preschool Tuition	\$ 12,000	\$ 7,044	\$ 4,956	\$ -	\$ 4,956
525	Auxiliary Operations	\$ 80,000	\$ 17,231	\$ 62,769	\$ 3,240	\$ 59,529
526	Extracurricular Activities Tax Credit	\$ 20,000	\$ 9,872	\$ 10,128	\$ 8,742	\$ 1,387
530	Gifts & Donations	\$ 50,000	\$ 7,507	\$ 42,493	\$ 4,182	\$ 38,311
535-539	CTE & Vocational Education Projects	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000
565	Litigation Recovery	\$ 35,000	\$ -	\$ 35,000	\$ -	\$ 35,000
570	Indirect Costs	\$ 40,000	\$ 31,052	\$ 8,948	\$ 2,150	\$ 6,797
596	NAVIT	\$ 45,000	\$ 33,313	\$ 11,687	\$ 3,100	\$ 8,587
610	Capital Outlay	\$ 356,366	\$ 243,325	\$ 113,041	\$ 13,826	\$ 99,215
620	Adjacent Ways	\$ 75,000	\$ 46,845	\$ 28,155	\$ 934	\$ 27,221
665	Energy and Water Savings	\$ 48,110	\$ -	\$ 48,110	\$ -	\$ 48,110
686	SFB Emergency Deficiency Correction	\$ 140,000	\$ 136,148	\$ 3,852	\$ -	\$ 3,852
691	SFB Building Renewal Grant	\$ 600,000	\$ 410,785	\$ 189,215	\$ 22,841	\$ 166,374
850	Student Activities	\$ 60,000	\$ 26,148	\$ 33,852	\$ 2,634	\$ 31,218

2. CALL TO THE PUBLIC

Individuals who wish to address the Board are requested to complete the appropriate form prior to the meeting and give the form to the Board Secretary. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter or scheduling the matter for a future agenda. The Board requests that all comments be limited to five minutes or less, that speakers refrain from the use of speech or language that is offensive or inappropriate, pursuant to Board policy KFA and that speakers refrain from voicing complaints against school personnel or any person connected with the District, as it may impact due process rights. Policies KE, KEB, and KED are provided by the Board for disposition of legitimate complaints, including those involving individuals. Forms required for use of these policies can be obtained from the Joseph City Schools website. The President will limit discussion whenever he deems such action appropriate to the proper conduct of the meeting.

3. EXECUTIVE SESSION (*)

For any agenda item indicated with an asterisk (*), the Board may vote to convene in Executive Session pursuant to A.R.S. 38-431.03 (A) (1) for personnel matters when notified; (2) discussion or consideration of records exempt by law from public inspection; (3) for consultation with attorney; (4) for consultation with attorney when in pending or contemplated litigation. Discussion or consideration of personnel matters may include employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee.

4. CONSENT AGENDA

Vote on Consent Agenda. All items listed will be considered as a group and will be approved with one motion unless a Board Member requests an item be removed from the consent agenda and considered as a separate item.

4.A. Approve Expense Vouchers

Action to ratify district vouchers for period 5/6/21 through 6/1/21.

General and Special Funds: #24 \$126,369.88; #25 \$335,958.79; #26 \$66,087.28; #1054 \$50,954.20; #1055 \$1,720.55; #1056 \$959.42; #1057 \$88,930.95

Auxiliary Operations Funds: #1059 \$1,895.40; #1064 \$807.24

Student Activities Fund: #1060 \$5,183.44; #1061 \$259.92; #1063 \$2,217.40; #1065 \$470.30

4.B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of May 1, 2021 through May 31, 2021.

Joseph City USD External Funds

Revenue Report

 Summary Only

From Date: 5/1/2021

To Date: 5/31/2021

Fiscal Year: 2020-2021

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 850 STUDENT ACTIVITIES					
850.000.0000.1510.500.300 UNDESIGNATED DIST Interest Revenue	\$0.00	\$0.00	\$0.34	(\$0.34)	0.00%
850.000.0000.1510.500.600 UNDESIGNATED DIST Interest Revenue	\$0.00	\$0.00	\$2.92	(\$2.92)	0.00%
850.000.0000.1760.102.610 JH STUDENT COUNCIL Student Club Revenue	\$0.00	\$0.00	\$20.00	(\$20.00)	0.00%
850.000.0000.1760.102.619 HS VOLLEYBALL Student Club Revenue	\$0.00	\$0.00	\$100.00	(\$100.00)	0.00%
850.000.0000.1760.203.602 HS BASEBALL Student Club Revenue	\$0.00	\$0.00	\$420.00	(\$420.00)	0.00%
850.000.0000.1760.203.610 HS STUDENT COUNCIL Student Club Revenue	\$0.00	\$0.00	\$575.00	(\$575.00)	0.00%
850.000.0000.1760.203.614 HS WRESTLING Student Club Revenue	\$0.00	\$0.00	\$1,052.00	(\$1,052.00)	0.00%
850.000.0000.1760.203.618 HS BOYS BASKETBALL Student Club Revenue	\$0.00	\$0.00	\$4,018.05	(\$4,018.05)	0.00%
850.000.0000.1760.203.619 HS VOLLEYBALL Student Club Revenue	\$0.00	\$3,995.00	\$5,039.00	(\$5,039.00)	0.00%
850.000.0000.1760.203.628 HS CROSS COUNTRY Student Club Revenue	\$0.00	\$0.00	\$2,250.00	(\$2,250.00)	0.00%
850.000.0000.1760.203.629 HS TRACK Student Club Revenue	\$0.00	\$0.00	\$3.00	(\$3.00)	0.00%
850.000.0000.1760.203.634 CLASS OF 2021 Student Club Revenue	\$0.00	(\$350.00)	\$4,492.00	(\$4,492.00)	0.00%
850.000.0000.1760.203.635 CLASS OF 2022 Student Club Revenue	\$0.00	\$712.00	\$1,281.00	(\$1,281.00)	0.00%
850.000.0000.1760.203.636 CLASS OF 2023 Student Club Revenue	\$0.00	\$0.00	\$4,689.00	(\$4,689.00)	0.00%
Fund 850 Total:	\$0.00	\$4,357.00	\$23,942.31	(\$23,942.31)	0.00%
Grand Total:	\$0.00	\$4,357.00	\$23,942.31	(\$23,942.31)	0.00%

End of Report

Joseph City USD External Funds

Expenditure Budget Balance Report

 Summary Only

From Date: 5/1/2021

To Date: 5/31/2021

Fiscal Year: 2020-2021

Budget Balance

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	% Remaining Bud
Fund: 850 STUDENT ACTIVITIES						
850.000.0000.6810.500.300 DIST UNDESIGNATED Dues and Fees	\$0.00	\$93.35	\$125.42	(\$125.42)	\$0.00	(\$125.42) 0.00%
850.100.2100.6320.203.634 Undesignated	\$0.00	\$0.00	\$0.00	\$0.00	\$297.63	(\$297.63) 0.00%
850.100.2100.6330.203.634 Undesignated	\$0.00	\$0.00	\$0.00	\$0.00	\$90.99	(\$90.99) 0.00%
850.100.2100.6610.203.610 HS STUDENT COUNCIL Instructional Support Supplies	\$0.00	\$0.00	\$195.81	(\$195.81)	\$0.00	(\$195.81) 0.00%
850.100.2100.6610.203.635 Undesignated	\$0.00	(\$74.97)	\$213.60	(\$213.60)	\$73.68	(\$287.28) 0.00%
850.100.2100.6610.203.636 Undesignated	\$0.00	\$0.00	\$3,039.00	(\$3,039.00)	\$0.00	(\$3,039.00) 0.00%
850.100.2100.6731.203.613 Undesignated	\$0.00	\$0.00	\$0.00	\$0.00	\$316.80	(\$316.80) 0.00%
850.100.2100.6810.203.610 Undesignated	\$0.00	\$0.00	\$213.69	(\$213.69)	\$0.00	(\$213.69) 0.00%
850.100.2100.6810.203.633 CLASS OF 2020 Dues and Fees	\$0.00	\$0.00	\$586.31	(\$586.31)	\$0.00	(\$586.31) 0.00%
850.100.2100.6810.203.634 Undesignated	\$0.00	\$520.00	\$520.00	(\$520.00)	\$0.00	(\$520.00) 0.00%
850.100.2100.6890.203.634 Undesignated	\$0.00	\$1,697.40	\$1,697.40	(\$1,697.40)	\$764.13	(\$2,461.53) 0.00%
850.100.2510.6810.500.600 UNDESIGNATED DIST Dues and Fees	\$0.00	\$0.00	(\$79.24)	\$79.24	\$0.00	\$79.24 0.00%
850.610.1000.6330.102.610 Undesignated	\$0.00	\$0.00	\$0.00	\$0.00	\$75.00	(\$75.00) 0.00%
850.610.1000.6610.102.610 JH STUDENT COUNCIL Instructional Supply	\$0.00	\$220.30	\$220.30	(\$220.30)	\$0.00	(\$220.30) 0.00%
850.610.1000.6610.203.610 HS STUDENT COUNCIL Instructional Supply	\$0.00	\$121.16	\$610.89	(\$610.89)	\$407.02	(\$1,017.91) 0.00%
850.610.1000.6610.203.611 HS NATIONAL HONOR SOCIETY Instructional Supply	\$0.00	\$0.00	\$176.02	(\$176.02)	\$0.00	(\$176.02) 0.00%
850.610.1000.6610.203.634 CLASS OF 2021 Instructional Supply	\$0.00	\$0.00	\$2,496.07	(\$2,496.07)	\$0.00	(\$2,496.07) 0.00%
850.610.1000.6610.203.635	\$0.00	\$0.00	\$0.00	\$0.00	\$108.42	(\$108.42)

Joseph City USD External Funds

Expenditure Budget Balance Report

 Summary Only

From Date: 5/1/2021

To Date: 5/31/2021

Fiscal Year: 2020-2021

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
CLASS OF 2022 Instructional Supply						0.00%
850.610.1000.6810.102.610	\$0.00	\$259.92	\$259.92	(\$259.92)	\$0.00	(\$259.92)
JH STUDENT COUNCIL Instructional Dues and Fees						0.00%
850.610.1000.6890.203.634	\$0.00	\$3,774.72	\$3,774.72	(\$3,774.72)	\$0.00	(\$3,774.72)
CLASS OF 2021 Instructional Admissions						0.00%
850.610.2100.6610.203.615	\$0.00	\$0.00	\$131.84	(\$131.84)	\$0.00	(\$131.84)
Undesignated						0.00%
850.620.1000.6610.102.619	\$0.00	\$0.00	\$808.87	(\$808.87)	\$0.00	(\$808.87)
HS VOLLEYBALL Instructional Supply						0.00%
850.620.1000.6610.203.602	\$0.00	\$0.00	\$479.60	(\$479.60)	\$0.00	(\$479.60)
HS BASEBALL Instructional Supply						0.00%
850.620.1000.6610.203.618	\$0.00	\$0.00	\$1,670.00	(\$1,670.00)	\$0.00	(\$1,670.00)
HS BOYS BASKETBALL Instructional Supply						0.00%
850.620.1000.6610.203.619	\$0.00	\$0.00	\$398.04	(\$398.04)	\$0.00	(\$398.04)
HS VOLLEYBALL Instructional Supply						0.00%
850.620.1000.6610.203.628	\$0.00	\$0.00	\$865.28	(\$865.28)	\$0.00	(\$865.28)
HS CROSS COUNTRY Instructional Supply						0.00%
850.620.1000.6610.203.629	\$0.00	\$0.00	\$1,213.30	(\$1,213.30)	\$0.00	(\$1,213.30)
HS TRACK Instructional Supply						0.00%
850.620.1000.6810.203.618	\$0.00	\$250.00	\$376.50	(\$376.50)	\$500.00	(\$876.50)
HS BOYS BASKETBALL Instructional Dues and Fees						0.00%
850.620.1000.6810.203.619	\$0.00	\$0.00	\$4,410.00	(\$4,410.00)	\$0.00	(\$4,410.00)
HS VOLLEYBALL Instructional Dues and Fees						0.00%
850.620.1000.6810.203.628	\$0.00	\$0.00	\$30.00	(\$30.00)	\$0.00	(\$30.00)
HS CROSS COUNTRY Instructional Dues and Fees						0.00%
850.620.1000.6890.203.602	\$0.00	\$862.53	\$862.53	(\$862.53)	\$0.00	(\$862.53)
HS BASEBALL Instructional Admissions						0.00%
850.620.1000.6890.203.614	\$0.00	\$0.00	\$646.10	(\$646.10)	\$0.00	(\$646.10)
HS WRESTLING Instructional Admissions						0.00%
850.620.1000.6890.203.628	\$0.00	\$0.00	\$206.00	(\$206.00)	\$0.00	(\$206.00)
HS CROSS COUNTRY Instructional Admissions						0.00%
Fund 850 Total:	\$0.00	\$7,724.41	\$26,147.97	(\$26,147.97)	\$2,633.67	(\$28,781.64)
						0.00%

Joseph City USD External Funds

Expenditure Budget Balance Report

 Summary Only

From Date: 5/1/2021

To Date: 5/31/2021

Fiscal Year: 2020-2021

Budget Balance

Account Number / Description

Budget

Range To Date

YTD

Balance

Encumbrance

% Remaining Bud

Grand Total:

\$0.00

\$7,724.41

\$26,147.97

(\$26,147.97)

\$2,633.67

(\$28,781.64)

0.00%

End of Report

4.C. Appoint Student Activities Treasurer

Approve annual appointment of Student Activities Treasurer.

4.D. Authorization to Operate Revolving Funds

Approval of continuing the operation of the District's revolving accounts for the coming year.

4.E. Resolution to Approve Voucher Ratification

Approve continuing resolution to approve voucher certification between Governing Board meetings.

4.F. Approve Authorized Bank Account, Purchasing and Contract Signers

Renew and approve authorized signers for bank accounts, purchasing and contracts on behalf of the District for 2021-22.

4.G. Delegation of Authority to Hire

Approve the delegation of limited authority to the Superintendent to hire temporary, student, and event workers and other critical staff between Governing Board meetings. Such hires are on an as needed basis to facilitate the continuity of operations. Appointments are conditional upon approval by the board at their next meeting. This action is a continuation of the delegation currently in place.

4.H. Reimbursements for Cell Phone Use

Approve renewal of cell phone use reimbursements for designated employees who are required to have a cell phone that is available for District business.

4.I. Reimbursements for Vehicle Use

Approval of vehicle use reimbursements for employees who use personal vehicles for authorized school business.

4.J. Intergovernmental Agreement with Vail Unified School District

Intergovernmental agreement with Vail Unified School District to provide access and support for our use of the Beyond Textbook online curriculum, assessments, lessons for teachers and related services.

4.K. Intergovernmental Agreement with Queen Creek Unified School District

Approve Intergovernmental Agreement with Queen Creek Unified School District allowing for Joseph City USD to use equipment and supplies provided by Queen Creek USD for use in summer football camps offered by our district.

4.L. Approval Summer Football Camp

Approve an additional summer 2021 football camp for Mesa Mountain View High School.

4.M. Approve Volleyball Fundraisers

Includes a summer camp for youth, and a door-to-door pledge amount for serving.

Request for Fundraiser

EXHIBIT JJE-EA: STUDENT FUNDRAISING ACTIVITIES



To request a fundraiser student clubs, organizations and groups must first

1. Fill out this form
2. Sign the form
3. Attach minutes from the meeting in which the fundraising activity was approved. Minutes must include the signature of the class/organization sponsor and class/organization student leader.
4. Submit request for fundraiser to your school principal.

Class/Organization:

Begin Date of Fundraiser: <u>TBA</u>	End Date of Fundraiser: <u>TBA</u>
Type of Fundraiser: <input type="checkbox"/> In School <input checked="" type="checkbox"/> Off Campus door to door <input type="checkbox"/> Local Businesses <input type="checkbox"/> Family Members Only	
Reason/justification of need: <u>To help pay for VB tournament fees, travel, etc & necessary equipment.</u>	
How will the funds be raised? (Include a description of what will be sold and the approximate price.) <u>Girls will go door to door to get a "pledge" amount. They get 100 Serves & will earn "x" amount (which was pledged) per serve.</u>	

Cost and Profit

It is recommended that classes / organizations look for fundraisers that provide at least a fifty percent (50%) profit back to the class/organization.	Total anticipated sales/funds collected: <u>\$2,000.00</u> Minus cost of fundraiser Advertising: _____ Supplies: _____ Cost of items to be sold: _____ Total anticipated profit <u>2000.00</u> \$ 0.00
--	---

Describe in detail how the funds will be used. Board Policy JJE states that "The aim of the activity shall benefit the youth in educational, civic, social and ethical development."
To pay for tournament fees, travel & necessary equipment.

Preferred Scheduling for Activities

When will the fundraising activity occur?	<input type="checkbox"/> Before school <input checked="" type="checkbox"/> After school <input type="checkbox"/> During lunch <input checked="" type="checkbox"/> Weekends <input type="checkbox"/> Other
Board Policy JJE states, "The activity shall not be detrimental to the regularly planned instruction."	
Will the product be shipped/delivered to the District?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If no, what are the arrangements and costs related to picking up the product?	

Fundraising Past and Future

List all other fundraisers your class/organization has had this school year:

NONE

Will you need to have additional fundraisers in order to address your needs for this year? Yes No

I understand that, in accordance with Board Policy JJE, no arrangements for fundraising products can be made without a purchase order in place to pay for the product. I further understand that I am not to phone directly to the company.

Sponsor Chondra M. Miller 5/26/21
Signature Date

Student Leader Aramis Miller 6/3/21
Signature Date

[Signature]

Approvals

Principal [Signature] 6/3/21
Signature Date

Governing Board Chair _____
Signature Date



Request for Fundraiser

FOUR MARCH EXHIBIT JJE-EA: STUDENT FUNDRAISING ACTIVITIES



To request a fundraiser student clubs, organizations and groups must first

1. Fill out this form
2. Sign the form
3. Attach minutes from the meeting in which the fundraising activity was approved. Minutes must include the signature of the class/organization sponsor and class/organization student leader.
4. Submit request for fundraiser to your school principal.

Class/Organization:

Begin Date of Fundraiser: 8/20 or 8/27	End Date of Fundraiser: 8/20 or 8/27
Type of Fundraiser: <input checked="" type="checkbox"/> In School <input type="checkbox"/> Local Businesses	<input type="checkbox"/> Off Campus door to door <input type="checkbox"/> Family Members Only
Reason/justification of need: To help pay for tournaments, hotels & equipment	
How will the funds be raised? (Include a description of what will be sold and the approximate price.) Youth VB camp & tickets to community vs. staff VB game. Held on 8/20 or 8/27 (depending on school calendar)	

Cost and Profit

Total anticipated sales/funds collected: \$650.00
Minus cost of fundraiser
<p><i>It is recommended that classes / organizations look for fundraisers that provide at least a fifty percent (50%) profit back to the class/organization.</i></p> <p>Advertising: _____</p> <p>Supplies: _____</p> <p>Cost of items to be sold: _____</p> <p>Total anticipated profit: \$0.00 \$650</p>

Describe in detail how the funds will be used. Board Policy JJE states that "The aim of the activity shall benefit the youth in educational, civic, social and ethical development."
 These funds will help by directly paying for out travel & participation in tournaments & for necessary equipment to practice.

Fundraising in Action

When will the fundraising activity occur?	<input type="checkbox"/> Before school	<input type="checkbox"/> After school
	<input type="checkbox"/> During lunch	<input checked="" type="checkbox"/> Weekends
	<input type="checkbox"/> Other	
Board Policy JJE states, "The activity shall not be detrimental to the regularly planned instruction."		
Will the product be shipped/delivered to the District?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If no, what are the arrangements and costs related to picking up the product?		

Fundraising Post and Return

List all other fundraisers your class/organization has had this school year:

NONE

Will you need to have additional fundraisers in order to address your needs for this year? Yes No

I understand that, in accordance with Board Policy JJE, no arrangements for fundraising products can be made without a purchase order in place to pay for the product. I further understand that I am not to phone directly to the company.

Sponsor Chenley V. Muller 5/26/21
Signature Date

Student Leader Anamir Miller 1/6/21
Signature Date

BT
Approvals

Principal [Signature] 0/3/21
Signature Date

Governing Board Chair _____
Signature Date



Team Meeting 5/18/21

Re: Fundraisers

We would like to do a serve-a-thon for a fundraiser. Each VB player will go around and get "sponsors" that will pledge x amount per serve made, out of 100 serves. These funds will go into our club account to help pay for hotels, equipment and anything else our club may need. We also want to do a youth VB camp for grades 3-8 this summer. Cost is \$15 per kid. After the camp we will have a community vs staff VB game and the camp participants will show off what they learned.

Nadence Armstrong

Kate Edwards

Ajhana Tagler

Kassidy Suarez

Rylan Westover

Samantha Jesmer

Jorja Hutchens

Cyenna Yazzie

Ava Mehl

Orami Miller

4.N. Approve Basketball Fundraiser

Basketball camp to be held June 14-17, 2021.

4.O. Preschool Fee Schedule

Requesting approval of the preschool fees for the 2022 -2022 school year.

4.P. Approve Payment of Prior Year Invoice

5. PERSONNEL REQUESTS (*)

Discussion and possible action to approve employee assignments, approve volunteers and accept employee resignations.

5.A. Employee Assignments, Employee Renewals, Volunteers, Employee Resignations

Discussion and possible action to approve employee assignments and renewals, approve volunteers and accept employee resignations.

ASSIGNMENTS:

Peter Bushman - Summer Teacher
Kory Castellano - Summer Aide
Brian Colligon - Bus Driver / Custodian (FY21-22)
Daniel Hutchens - Summer Concession Manager
Theresa Holmes - Summer Teacher
Terry Johnstun - Custodial Supervisor (FY21-22)
Caleb Layden - Seasonal Skilled Worker
Lillian Neal - District Lead Special Education Teacher (Extra Duty)
Selena Nells - Indian Education Program Coordinator
Selena Nells - Wellness and Nutrition Coordinator
Julie Randall - Instructional Specialist (Yearbook)
Julie Randall - NAVIT Coordinator
Hailey Rush - Summer Aide
Ed Sorgen - Concession Coordinator
Judy Young - Seasonal Skilled Worker (Custodial)

RENEWALS:

Kristen Beatty - Asst Coach (JH Softball)
Dan Bushman - Head Coach (HS Girls Basketball)
Dan Bushman - JV Coach (HS Football)
Taura Dobbs - JV Coach (HS Volleyball)
Jeri Edwards - Head Coach (JH Volleyball)
Mitchell Farnes - Head Coach (JH Track)
Brad Fischer - Head Coach (HS Wrestling)
Brad Fischer - Head Coach (JH Wrestling)
Daniel Hutchens - Head Coach (HS Softball)
Daniel Hutchens - Head Coach (JH Softball)
Aaron Johnstun - Asst Coach (JH Track)
Caleb Layden - JV Coach (HS Baseball)
Caleb Layden - JV Coach (HS Girls Basketball)
Shawn Layden - Head Coach (HS Baseball)
Shawn Layden - Head Coach (HS Football)
Shawn Layden - JV Coach (HS Boys Basketball)
Charlsye Miller - Head Coach (HS Volleyball)
Charlsye Miller - JV Coach (HS Softball)
Eric Miller - Head Coach (HS Boys Basketball)
Kay Rush - Head Coach (HS Track)
Mary Spurlock - Asst Coach (JH Softball)
Tim Westover - JV Coach (HS Wrestling)

VOLUNTEERS:

Jessi Bushman (HS Volleyball)
Lexi DeWitt (HS Volleyball)
T.C. Fish (JH Softball)
Katie Frost (HS Softball)
Trekell Hammond (HS Girls Basketball)

Reva Haydukavich (HS Cross Country)
Daniel Hutchens (HS Girls Basketball)
Aaron Johnstun (HS Football / HS Boys Basketball)
Latrell Kinlicheenie (HS Football / HS Boys Basketball)
Kinsley Lamps (HS Volleyball)
Eldon Larsen (HS Football / HS Baseball)
Caleb Layden (HS Football)
Layne Miller (HS Boys Basketball)
Zach Miller (HS Boys Basketball)
Chay Randles (JH Softball)
Amanda Sander (JH Softball)
Ben Spurlock (JH Softball)

RESIGNATIONS:

Robert Pugh (Teacher)

5.B. Personnel Appointments

Discussion and possible action to approve the appointment of new personnel and changes to positions of current personnel.

Leslie Brewer - Elementary School Secretary
Sheryl-ann Deiparine - Teacher (Elementary)
Bridger Fields - Seasonal Worker (as needed)
Brooke Frost - Instructional Aide
Peter Miller - Seasonal Worker (as needed)
Abi Smith - Seasonal Worker (as needed)

5.C. Approve Extended Contract for One Additional Hour Per Day for Jess Bushman

Additional Science class added to the schedule.

6. ACTION ITEMS

6.A. Proposed FY2021-22 Budget

Overview of the Joseph City Schools budget will be presented. Proposed budget will be advertised online for public review. A budget hearing will occur on July 13, 2021, to allow the public to comment on the budget.



FY 2022
STATE OF ARIZONA
SCHOOL DISTRICT ANNUAL EXPENDITURE BUDGET
DISTRICTWIDE BUDGET

Proposed
Version

BY THE GOVERNING BOARD

We hereby certify that the Budget for the Fiscal Year 2022 was
Proposed June 8, 2021
Adopted _____
Revised _____
Date

SIGNED SIGNED

The FY 2022 budget file for the version described above will be uploaded via
the Common Logon on ADE's website by June 9, 2021
Type the Date as MM/DD/YYYY

Superintendent Signature Business Manager Signature
Bryan Fields Steven Mills
Superintendent Name (Typed Name) Business Manager Name (Typed Name)

District Contact Employee: Steven Mills
Telephone: 928-288-3307 Email: stevnm@jcsud.org

REVENUES AND PROPERTY TAXATION

1. Total Budgeted Revenues for Fiscal Year 2021	\$	<u>1,555,000</u>
2. Estimated Revenues by Source for Fiscal Year 2022 (excluding property taxes)		
Local	1000 \$	<u>300,000</u>
Intermediate	2000 \$	<u>0</u>
State	3000 \$	<u>600,000</u>
Federal	4000 \$	<u>1,000,000</u>
TOTAL	\$	<u>1,900,000</u>

3. District Tax Rates for Prior and Budget Fiscal Years (A.R.S. §15-903.D.4)

	Prior FY 2021	Est. Budget FY 2022
Primary Tax Rate:	<u>3.4794</u>	<u>3.3590</u>
Secondary Tax Rates:		
M&O Override	<u>0.2175</u>	<u>0.5224</u>
Special Program Override		
Capital Override		
Class A Bonds		
Class B Bonds		
CTED		
Desegregation		
Total Secondary Tax Rate	<u>0.2175</u>	<u>0.5224</u>

TOTAL BUDGETED EXPENDITURES AND AGGREGATE SCHOOL DISTRICT BUDGET LIMIT (A.R.S. §15-905.H)

	Budgeted Expenditures	Budget Limit
1. Maintenance and Operation Fund (from pages 1, line 30 and 7, line 11)	\$ <u>4,836,067</u>	\$ <u>4,836,067</u>
2. Unrestricted Capital Fund (from pages 4, line 10 and 8, line A.12)	\$ <u>404,120</u>	\$ <u>404,120</u>
3. Federal Projects Other Than Impact Aid (from Budget, page 6, Federal Projects, line 18 minus line 16)	\$	\$ <u>1,847,500</u>
4. Total Aggregate School District Budget Limit (sum of lines 1 through 3)	\$	\$ <u>7,087,687</u>

AVERAGE TEACHER SALARIES (A.R.S. §15-903.E)

1. Average salary of all teachers employed in FY 2022 (budget year)	\$	<u>55,473</u>
2. Average salary of all teachers employed in FY 2021 (prior year)	\$	<u>51,553</u>
3. Increase in average teacher salary from the prior year	\$	<u>3,920</u>
4. Percentage increase		<u>8%</u>

Comments on average salary calculation (Optional): FY22 Average Teacher Pay is an estimate and will be finalized once the Board determines final pay.

5. Average salary of all teachers employed in FY 2018	\$	<u>44,657</u>
6. Total percentage increase in average teacher salary since FY 2018	\$	<u>24%</u>

DISTRICT CONTACT INFORMATION

Prefix	First Name	Last Name	Email Address	Telephone Number	Extension
Superintendent	Bryan	Fields	bryanf@jcusd.org	928-288-3307	
Executive Assistant to Superintendent	Julie	Strong	julies@jcusd.org	928-288-3307	
Chief Financial Officer	Steven	Mills	stevenm@jcusd.org	928-288-3307	
Business Manager 1	Steven	Mills	stevenm@jcusd.org	928-288-3307	
Business Manager 2					
Business Consultant	Melanie	Askew	melanie.askew@heinfeldmecc	928-556-5270	
School District Employee Report (SDER) Coordinator	Stephanie	Farr	stephanief@jcusd.org	928-288-3307	
SPED Data Reporting Coordinator	Julie	Strong	julies@jcusd.org	928-288-3307	
AzEDS/ADM Data Coordinator	Julie	Mills	juliem@jcusd.org	928-288-3307	
Transportation Data Reporting Coordinator	Deo	Diaz	deod@jcsud.org	928-288-3307	
CTE Coordinator	Dan	Bushman	francm@jcusd.org	928-288-3307	
Poverty Coordinator	Bryan	Fields	bryanf@jcusd.org	928-288-3307	
Assessments Coordinator	Bryan	Fields	bryanf@jcusd.org	928-288-3307	
Curriculum Coordinator	Bryan	Fields	bryanf@jcusd.org	928-288-3307	
Information Technology (IT) Director	Jason	Gardner	jasong@jcusd.org	928-288-3307	
Bookstore Manager					
Governing Board Member	Eldon	Larsen	eldon.larsen@aps.com	928-288-3307	
Governing Board Member	Andrew	Bushman	andrew@bushmanconstruction	928-288-3307	
Governing Board Member	Karsten	Flake	jchswoodsman@yahoo.com	928-288-3307	
Governing Board Member	Rhonda	Roberson	rhondar@jcusd.org	928-288-3307	
Governing Board Member	Dayton	Flake	dayton_flake@yahoo.com	928-288-3307	
Governing Board Member					
Governing Board Member					
Governing Board Member					
Governing Board Member					

SELECT from Dropdown

Student Information Systems (SIS) Vendor

Accounting Information System

Bookstore Cash Receipting System

District's website home page address

FUND 001 (M&O)

MAINTENANCE AND OPERATION (M&O) FUND

Expenditures		FTE		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/ Decrease
		Prior FY	Budget FY						Prior FY 2021	Budget FY 2022	
100 Regular Education											
1000 Instruction	1.	22.00	22.00	1,030,000	186,000	92,724	28,000	12,500	1,390,921	1,349,224	-3.0%
2000 Support Services											
2100 Students	2.	1.50	1.50	175,000	35,000	1,580	4,500	20,000	238,951	236,080	-1.2%
2200 Instructional Staff	3.	2.50	2.50	121,000	24,200	8,800	3,300	6,100	189,629	163,400	-13.8%
2300 General Administration	4.	1.80	1.80	117,000	23,400	38,500	1,200	12,500	220,307	192,600	-12.6%
2400 School Administration	5.	1.75	1.75	96,000	19,200	600	7,600	2,000	134,926	125,400	-7.1%
2500 Central Services	6.	3.50	3.50	185,000	37,000	96,923	4,500	32,300	346,758	355,723	2.6%
2600 Operation & Maintenance of Plant	7.	8.00	8.00	305,000	61,000	562,146	175,000	1,900	1,095,748	1,105,046	0.8%
2900 Other	8.	0.00	0.00		0				0	0	0.0%
3000 Operation of Noninstructional Services	9.	0.25	0.25	25,000	5,000		1,900	1,750	29,546	33,650	13.9%
610 School-Sponsored Cocurricular Activities	10.	0.00	0.00	23,000	4,600	1,000		4,200	31,050	32,800	5.6%
620 School-Sponsored Athletics	11.	0.00	0.00	100,000	20,000	24,000	8,500	18,000	167,598	170,500	1.7%
630 Other Instructional Programs	12.	0.00	0.00						0	0	0.0%
700, 800, 900 Other Programs	13.	0.00	0.00						0	0	0.0%
Regular Education Subsection Subtotal (lines 1-13)	14.	41.30	41.30	2,177,000	415,400	826,273	234,500	111,250	3,845,434	3,764,423	-2.1%
200 and 300 Special Education											
1000 Instruction	15.	7.70	7.70	317,644	52,000	150	2,500	300	334,676	372,594	11.3%
2000 Support Services											
2100 Students	16.	0.36	0.36	67,000	13,400	142,000	1,900	1,100	247,209	225,400	-8.8%
2200 Instructional Staff	17.	0.10	0.10	67,000	13,400	3,000	1,100	2,300	85,843	86,800	1.1%
2300 General Administration	18.	0.00	0.00						0	0	0.0%
2400 School Administration	19.	0.00	0.00						0	0	0.0%
2500 Central Services	20.	0.00	0.00						0	0	0.0%
2600 Operation & Maintenance of Plant	21.	0.00	0.00						0	0	0.0%
2900 Other	22.	0.00	0.00						0	0	0.0%
3000 Operation of Noninstructional Services	23.	0.00	0.00						0	0	0.0%
Subtotal (lines 15-23)	24.	8.16	8.16	451,644	78,800	145,150	5,500	3,700	667,728	684,794	2.6%
400 Pupil Transportation	25.	#N/A	3.52	136,000	27,200	106,000	87,000	3,750	375,342	359,950	-4.1%
510 Desegregation (from Districtwide Desegregation Budget, page 2, line 44)	26.	0.00	0.00	0	0	0	0	0	0	0	0.0%
530 Dropout Prevention Programs	27.	0.00							0	0	0.0%
540 Joint Career and Technical Education and Vocational Education Center	28.	0.00	0.00	0	0	0	0	0	0	0	0.0%
550 K-3 Reading Program	29.	0.33	0.33	22,400	4,500				26,872	26,900	0.1%
Total Expenditures (lines 14, and 24-29) (Cannot exceed page 7, line 11)	30.	#N/A	53.31	2,787,044	525,900	1,077,423	327,000	118,700	4,915,376	4,836,067	-1.6%

The district has budgeted an amount in the M&O Fund equal to the General Budget Limit as calculated on page 7 of 8.

SPECIAL EDUCATION PROGRAMS BY TYPE (M&O Fund Programs 200 and 300)

(A.R.S. §§ 15-761 and 15-903)

	Prior FY	Budget FY	
1. Total All Disability Classifications	582,728	599,794	1.
2. Gifted Education	0		2.
3. Remedial Education	0		3.
4. ELL Incremental Costs	0		4.
5. ELL Compensatory Instruction	0		5.
6. Vocational and Technical Education (non-CTED)	0		6.
7. Career Education (non-CTED)	0		7.
8. Career Technical Education (CTED)	85,000	85,000	8.
9. Total (lines 1 through 8. Must equal total of line 24, page 1)	667,728	684,794	9.

10. IEP required pupil transportation costs coded within Program 400

			10.
--	--	--	-----

Proposed Ratios for Special Education

(A.R.S. §§15-903.E.1 and 15-764.A.5)

Teacher-Pupil 1 to 22
 Staff-Pupil 1 to 17

Estimated FTE Certified Employees

Expenditures Budgeted for Audit Services

M&O Fund - Nonfederal	6350	26000
All Funds - Federal	6330	

FY 2022 Performance Pay (A.R.S. §15-920)

Amount Budgeted in M&O Fund for a Performance Pay Component _____

Do not report budgeted amounts for the Performance Pay Component of the Classroom Site Fund on this line.

Expenditures Budgeted in the M&O Fund for Food Service

Amount budgeted in M&O for Food Service (Fund 001, Function 3100) \$ 6,500
 (This amount will be used to determine district compliance with state matching requirements pursuant to Code of Federal Regulations (CFR) Title 7, §210.17(a)]

FUND 010 (CSF)

CLASSROOM SITE FUND (CSF)

Expenditures		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Property 6700	Debt Service and Miscellaneous 6800	Totals		% Increase/ Decrease
								Prior FY 2021	Budget FY 2022	
1000 Instruction	1.	627,280	160,000					458,581	787,280	71.7%
2100 Support Services - Students	2.							0	0	0.0%
2200 Support Services - Instructional Staff	3.							0	0	0.0%
2300 Support Services - General Administration	4.							0	0	0.0%
2500 Central Services	5.							0	0	0.0%
3300 Community Services Operations	6.							0	0	0.0%
4000 Facilities Acquisition and Construction	7.								0	
5000 Debt Service	8.								0	
Total Expenditures (lines 1-8)	9.	627,280	160,000	0	0	0	0	458,581	787,280	71.7%

The district has budgeted an amount in Fund 010 equal to the Classroom Site Fund Budget Limit as calculated below.

Classroom Site Fund Budget Limit Calculation

FY 2021 Classroom Site Fund Budget Limit (from FY 2021 latest revised Budget, page 8, line B.7)	10.	458,581
FY 2021 Actual Expenditures (For budget adoption use actual expenditures to date plus estimated expenditures through fiscal year-end.)	11.	107341
Unexpended Budget Balance (line 8 minus 9)	12.	351,240
Interest Earned in the Classroom Site Fund in FY 2021	13.	
FY 2022 Classroom Site Fund Allocation (provided by ADE, based on \$733)	14.	436040
Adjustments to FY 2022 Classroom Site Fund Budget Limit (1)	15.	
FY 2022 Classroom Site Fund Budget Limit (Sum of lines 10 through 14) (2)	16.	787280

- (1) This line may be used to recapture lost CSF budget capacity that resulted from underbudgeting in prior fiscal years.
- (2) The amounts budgeted on line 7 cannot exceed the respective amounts on this line.

FUND 610 (UCO)

UNRESTRICTED CAPITAL OUTLAY (UCO) FUND

Expenditures	Rentals 6440	Library Books, Textbooks, & Instructional Aids (2) 6641-6643	Property (2) 6700	Redemption of Principal (3) 6831, 6832	Interest (4) 6841, 6842, 6850	All Other Object Codes (excluding 6900)	Totals		% Increase/ Decrease
							Prior FY 2021	Budget FY 2022	
Unrestricted Capital Outlay Override (1)							0	0	0.0%
Unrestricted Capital Outlay Fund 610 (6)									
1000 Instruction		145,000	25,000				159,642	170,000	6.5%
2000 Support Services									
2100, 2200 Students and Instructional Staff		18,000	3,000				6,500	21,000	223.1%
2300, 2400, 2500, 2900 Administration			15,000				12,000	15,000	25.0%
2600 Operation & Maintenance of Plant			20,000				3,000	20,000	566.7%
2700 Student Transportation			30,000				12,000	30,000	150.0%
3000 Operation of Noninstructional Services (5)							0	0	0.0%
4000 Facilities Acquisition and Construction							0	0	0.0%
5000 Debt Service				111,842	36,278		163,224	148,120	-9.3%
Total Unrestricted Capital Outlay Fund (lines 2-9)	0	163,000	93,000	111,842	36,278	0	356,366	404,120	13.4%

The district has budgeted an amount in the UCO Fund equal to the Unrestricted Capital Budget Limit as calculated on Page 8 of 8.

(1) Amounts in the Unrestricted Capital Outlay Override line 1 above must be included in the appropriate individual line items for Fund 610 and in the Budget Year Total Column.

(5) Expenditures Budgeted in Unrestricted Capital Outlay (UCO) Fund for Food Service

Enter the amount budgeted in UCO for Food Service [Amount will be used to determine district compliance with state matching requirements pursuant to CFR Title 7, §210.17(a)]

(2) Detail by object code:

	Unrestricted Capital Outlay
6641 Library Books	\$ 12,000
6642 Textbooks	14,000
6643 Instructional Aids	81,000
673X Furniture and Equipment	33,000
673X Vehicles	30,000
673X Tech Hardware & Software	16,000

(6) Expenditures, if any, budgeted in the Unrestricted Capital Outlay Fund on lines 2-9 for the K-3 Reading Program as described in A.R.S. §15-211

(3) Includes principal on Capital Equity Fund loans of _____, principal on capital leases of \$ 111,842, and principal on bonds of _____.

(4) Includes interest on Capital Equity Fund loans of _____, interest on capital leases of \$ 36,278, and interest on bonds of _____.

OTHER FUNDS—REQUIRED CAPITAL EXPENDITURE DETAIL [(A.R.S. §15-904.(B))]

Expenditures		UNRESTRICTED CAPITAL OUTLAY		BOND BUILDING		NEW SCHOOL FACILITIES		ADJACENT WAYS		
		Fund 610		Fund 630		Fund 695		Fund 620 (2)		
		Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	
Total Fund Expenditures	1.	356,366	404,120	0		0		75,000	75,000	1.
Select Object Codes Detail (1)										
6150 Classified Salaries	2.	0		0		0		20,000	20,000	2.
6200 Employee Benefits	3.	0		0		0		10,000	10,000	3.
6450 Construction Services	4.	0		0		0		0	0	4.
6710 Land and Improvements	5.	0		0		0		45,000	45,000	5.
6720 Buildings and Improvements	6.	0		0		0		0	0	6.
673X Furniture and Equipment	7.	4,089	33,000	0		0		0	0	7.
673X Vehicles	8.	12,000	30,000	0		0		0	0	8.
673X Technology Hardware & Software	9.	97,118	16,000	0		0		0	0	9.
6831, 6832 Redemption of Principal	10.	0	111,842	0		0		0	0	10.
6841, 6842, 6850, 6860 Interest and Debt-Issuance Costs	11.	0	36,278	0		0		0	0	11.
Total (lines 2-11)	12.	113,207	227,120	0	0	0	0	75,000	75,000	12.
Total amounts reported on lines 2-11 above for:										
Renovation	13.	0		0				0	0	13.
New Construction	14.	0		0		0		0	0	14.
Other	15.	50,000	227,120	0		0		75,000	75,000	15.
Total (lines 13-15, must equal line 12)	16.	50,000	227,120	0	0	0	0	75,000	75,000	16.

(1) Lines 2-11 may not include all budgeted expenditures of the fund. Total budgeted expenditures for each fund should be included on Line 1.

(2) Amount budgeted on line 1 for the Adjacent Ways Fund that will result in a tax levy in FY 2022 \$ 50,000

SPECIAL PROJECTS

FEDERAL PROJECTS

	FTE		TOTAL ALL FUNCTIONS	
	Prior FY	Budget FY	Prior FY	Budget FY
1. 100-130 ESEA Title I - Helping Disadvantaged Children	6000	2.50	260,000	260,000
2. 140-150 ESEA Title II - Prof. Dev. and Technology	6000	0.20	50,000	40,000
3. 160 ESEA Title IV - 21st Century Schools	6000	0.00	15,000	10,000
4. 170-180 ESEA Title V - Promote Informed Parent Choice	6000	0.00	0	0
5. 190 ESEA Title III - Limited Eng. & Immigrant Students	6000	0.00	0	0
6. 200 ESEA Title VII - Indian Education	6000	0.00	15,000	15,000
7. 210 ESEA Title VI - Flexibility and Accountability	6000	0.00	0	0
8. 220 IDEA Part B	6000	1.80	175,000	175,000
9. 230 Johnson-O'Malley	6000	0.00	4,500	4,500
10. 240 Workforce Investment Act	6000	0.00	0	0
11. 250 AEA - Adult Education	6000	0.00	0	0
12. 260-270 Vocational Education - Basic Grants	6000	0.00	12,000	16,000
13. 280 ESEA Title X - Homeless Education	6000	0.00	0	0
14. 290 Medicaid Reimbursement	6000	0.00	30,000	25,000
15. 374 E-Rate	6000	0.00	1,500	2,000
16. 378 Impact Aid	6000	0.00	0	0
17. 300-399 Other Federal Projects (Besides E-Rate & Impact Aid)	6000	0.00	347,995	1,300,000
18. Total Federal Project Funds (lines 1-17)		4.50	910,995	1,847,500

STATE PROJECTS

	Prior FY	Budget FY	Prior FY	Budget FY
19. 400 Vocational Education	6000	0.25	10,000	10,000
20. 410 Early Childhood Block Grant	6000	0.00	0	0
21. 420 Ext. School Yr. - Pupils with Disabilities	6000	0.00	0	0
22. 425 Adult Basic Education	6000	0.00	0	0
23. 430 Chemical Abuse Prevention Programs	6000	0.00	0	0
24. 435 Academic Contests	6000	0.00	0	0
25. 450 Gifted Education	6000	0.00	0	0
26. 456 College Credit Exam Incentives	6000	0.00	0	0
27. 457 Results-based Funding	6000	0.00	0	0
28. 460 Environmental Special Plate	6000	0.00	0	0
29. 465-499 Other State Projects	6000	1.00	185,000	150,000
30. Total State Project Funds (lines 19-29)		1.25	195,000	160,000
31. Total Special Projects (lines 18 and 30)		5.75	1,105,995	2,007,500

INSTRUCTIONAL IMPROVEMENT FUND (020)

	Prior FY	Budget FY
1. Teacher Compensation Increases	6000	25,000
2. Class Size Reduction	6000	0
3. Dropout Prevention Programs (M&O purposes)	6000	0
4. Instructional Improvement Programs (M&O purposes)	6000	0
5. Total Instructional Improvement Fund (lines 1-4)		25,000

OTHER FUNDS

		Prior FY	Budget FY
1. 050 County, City, and Town Grants	6000	0	0
2. 071 English Language Learner (1)	6000	0	0
3. 072 Compensatory Instruction (1)	6000	0	0
4. 500 School Plant (2)	6000	1,000	5,000
5. 510 Food Service	6000	300,000	300,000
6. 515 Civic Center	6000	10,000	10,000
7. 520 Community School	6000	12,000	12,000
8. 525 Auxiliary Operations	6000	80,000	80,000
9. 526 Extracurricular Activities Fees Tax Credit	6000	20,000	20,000
10. 530 Gifts and Donations	6000	50,000	50,000
11. 535 Career & Technical Education Projects	6000	5,000	5,000
12. 540 Fingerprint	6000	0	0
13. 545 School Opening	6000	0	0
14. 550 Insurance Proceeds	6000	60,000	60,000
15. 555 Textbooks	6000	500	500
16. 565 Litigation Recovery	6000	35,000	35,000
17. 570 Indirect Costs	6000	30,000	30,000
18. 575 Unemployment Insurance	6000	0	0
19. 580 Teacherage	6000	0	0
20. 585 Insurance Refund	6000	10,000	10,000
21. 590 Grants and Gifts to Teachers	6000	0	0
22. 595 Advertisement	6000	0	0
23. 596 Career Technical Education	6000	45,000	45,000
24. 597 Arizona Industry Credentials Incentive	6000	0	0
25. 639 Impact Aid Revenue Bond Building	6000	0	0
26. 650 Gifts and Donations-Capital	6000	0	0
27. 660 Condemnation	6000	0	0
28. 665 Energy and Water Savings	6000	48,110	49,000
29. 686 Emergency Deficiencies Correction	6000	140,000	140,000
30. 691 Building Renewal Grant	6000	600,000	900,000
31. 700 Debt Service	6000	0	0
32. 720 Impact Aid Revenue Bond Debt Service	6000	0	0
33. 850 Student Activities	6000	60,000	60,000
34. Other	6000	0	0

INTERNAL SERVICE FUNDS 950-989

1. 9__ Self-Insurance	6000	0	0
2. 955 Intergovernmental Agreements	6000	0	0
3. 9__ OPEB	6000	0	0
4. 9__	6000	0	0

(1) From Supplement, line 10 and line 20, respectively.

(2) Indicate amount budgeted in Fund 500 for M&O purposes \$ 5,000

**CALCULATION OF FY 2022 GENERAL BUDGET LIMIT
(A.R.S. §15-947.C)**

		<u>A.</u> <u>Maintenance</u> <u>and Operation</u>	<u>B.</u> <u>Unrestricted</u> <u>Capital Outlay</u>
*1. FY 2022 Revenue Control Limit (RCL) (from APOR55 tab, page 4)	\$ <u>4,234,379</u>	\$ <u>4,207,579</u>	\$ <u>26,800</u>
*2. (a) FY 2022 District Additional Assistance (DAA) (from APOR55 tab, page 5)	\$ <u>244,208</u>		
(b) DAA Adjustment (from APOR55 tab, page 5)	\$ <u>0</u>		
(c) Total DAA (line 2.a plus 2.b)	\$ <u>244,208</u>		<u>244,208</u>
*3. FY 2022 Override Authorization (A.R.S. §§15-481 and 15-482 or 15-949 if small school adjustment phase down applies, see Calculations page, Calculation of Maximum Override for a District No Longer Eligible for a Small School Adjustment, line 6 and Calculation of Small School Adjustment Phase Down Limit, line 6)			
(a) Maintenance and Operation		<u>628,488</u>	
(b) Unrestricted Capital Outlay			
(c) Special Program			
*4. Small School Adjustment for Districts with a Student Count of 125 or less in K-8 or 100 or less in 9-12 (A.R.S. §15-949) (Up to \$50,000 if no election is chosen for phase down, see Calculations page, Calculation of Small School Adjustment Phase Down Limit, line 6)			
*5. Tuition Revenue (A.R.S. §§15-823 and 15-824) Local (Do not include full-day kindergarten or summer school tuition)			
(a) Individuals and Other Private Sources			
(b) Other Arizona Districts			
(c) Out-of-State Districts and Other Governments			
State			
(d) Certificates of Educational Convenience (A.R.S. §§15-825, 15-825.01, and 15-825.02)			
*6. State Assistance (A.R.S. §15-976) and Special Ed. Voucher Payments Received (A.R.S. §15-1204)			
*7. Increase Authorized by County School Superintendent for Accommodation Schools [not to exceed amount on Calculations page, Calculation of M&O Fund Budget Balance Carryforward, line 15(e)] (A.R.S. §15-974.B)			
8. Budget Increase for:			
(a) Desegregation Expenditures (A.R.S. §15-910.G-K)			
* (b) Tuition Out Debt Service (from Calculations page, Calculation of Tuition Out for High School Students, line 5) (A.R.S. §15-910.M)		<u>0</u>	
* (c) Budget Balance Carryforward (from Calculations page, Calculation of M&O Fund Budget Balance Carryforward, line 13) (A.R.S. §15-943.01)		<u>0</u>	
(d) Dropout Prevention Programs (Laws 1992, Ch. 305, §32 and Laws 2000, Ch. 398, §2)			
(e) Registered Warrant or Tax Anticipation Note Interest Expense Incurred in FY 2020 (A.R.S. §15-910.N)			
* (f) Joint Career and Technical Education and Vocational Education Center (A.R.S. §15-910.01)			
* (g) FY 2021 Performance Pay Unexpended Budget Carryforward (from Calculation page, Calculation of M&O Fund Budget Balance Carryforward, line 10.f) (A.R.S. §15-920)		<u>0</u>	
(h) Excessive Property Tax Assessed Valuation Judgments (A.R.S. §§42-16213 and 42-16214)			
* (i) Transportation Revenues for Attendance of Nonresident Pupils (A.R.S. §§15-923 and 15-947)			
*9. Adjustment to the General Budget Limit (A.R.S. §§15-272, 15-905.M, 15-910.02, and 15-915) Include year(s) and descriptions, as applicable.			
(a) Prior Year Over Expenditures/Resolutions:			
(b) Decrease for Transfer from M&O to Energy and Water Savings Fund			
(c) Increase for Energy and Water Savings Fund Transfer to M&O			
(d) Noncompliance Adjustment			
(e) ADM/Transportation Audit Adjustment			
(f) Other:			
*10. Estimated Allocation of Additional Funding (2016 Prop 123 & Laws 2015, 1st S.S., Ch. 1, §6)			<u>34,000</u>
11. FY 2022 General Budget Limit (column A, lines 1 through 10) (A.R.S. §15-905.F) (page 1, line 30 cannot exceed this amount)		\$ <u>4,836,067</u>	
12. Total Amount to be Used for Capital Expenditures (column B, lines 1 through 10) (A.R.S. §15-905.F) (to page 8, line A.11)			\$ <u>305,008</u>

* Subject to adjustment prior to May 15 as allowed by A.R.S. Revisions are described in the instructions for these lines, as needed.

**CALCULATION OF FY 2022 UNRESTRICTED CAPITAL BUDGET LIMIT AND CLASSROOM SITE FUND BUDGET LIMIT
 (A.R.S. §15-947.D and A.R.S. §15-978)**

UNRESTRICTED CAPITAL BUDGET LIMIT

1. FY 2021 Unrestricted Capital Budget Limit (UCBL) (from FY 2021 latest revised Budget, page 8, line A.12)	\$ <u>356,366</u>
2. Total UCBL Adjustment for prior years as notified by ADE on BUDG75 report (For budget adoption, use zero.)	\$ _____
3. Adjusted Amount Available for FY 2021 Capital Expenditures (line A.1 + A.2)	\$ <u>356,366</u>
4. Amount Budgeted in Fund 610 in FY 2021 (from FY 2021 latest revised Budget, page 4, line 10)	\$ <u>356,366</u>
5. Lesser of line A.3 or the sum of line A.4 and any positive adjustment on line A.2	\$ <u>356,366</u>
6. FY 2021 Fund 610 Actual Expenditures (For budget adoption use actual expenditures to date plus estimated expenditures through fiscal year-end.)	\$ <u>257,254</u>
7. Unexpended Budget Balance in Fund 610 (line A.5 minus A.6) If negative, use zero in calculation, but show negative amount here in parentheses.	\$ <u>99,112</u>
8. Interest Earned in Fund 610 in FY 2021	\$ _____
9. Monies deposited in Fund 610 from School Facilities Board for donated land (A.R.S. §15-2041.F)	\$ _____
10. Adjustment to UCBL for FY 2022 (A.R.S. §15-905.M) Include year(s) and descriptions, as applicable. (a) Prior Year Over Expenditures/Resolutions:	\$ _____
_____	\$ _____
(b) ADM/Transportation Audit Adjustment	\$ _____
(c) Other:	\$ _____
_____	\$ _____
11. Amount to be Used for Capital Expenditures (from page 7, line 12)	\$ <u>305,008</u>
12. FY 2022 Unrestricted Capital Budget Limit (lines A.7 through A.11) (1)	\$ <u>404,120</u>

(1) The amount budgeted on page 4, line 10 cannot exceed this amount.

SUPPLEMENT TO SCHOOL DISTRICT ANNUAL EXPENDITURE BUDGET FOR DISTRICTS THAT BUDGET FOR ENGLISH LANGUAGE LEARNERS (A.R.S. §§15-756.04 and 15-756.11)

English Language Learners Supplement	FTE		Salaries	Employee Benefits	Purchased Services 6300, 6400, 6500	Supplies	Property	Other	Totals		% Increase/ Decrease
	Prior FY	Budget FY							Prior FY 2021	Budget FY 2022	
Expenditures			6100	6200		6600	6700	6800			
English Language Learner Fund 071 (A.R.S. §15-756.04)											
1000 Instruction	1.	0.00							0	0	0.0%
2000 Support Services											
2100 Students	2.	0.00							0	0	0.0%
2200 Instructional Staff	3.	0.00							0	0	0.0%
2300 General Administration	4.	0.00							0	0	0.0%
2400 School Administration	5.	0.00							0	0	0.0%
2500 Central Services	6.	0.00							0	0	0.0%
2600 Operation & Maintenance of Plant	7.	0.00							0	0	0.0%
2700 Student Transportation	8.	0.00							0	0	0.0%
2900 Other	9.	0.00							0	0	0.0%
Total (lines 1-9) (to Budget, page 6, Other Funds, line 2)	10.	0.00	0.00	0	0	0	0	0	0	0	0.0%
Compensatory Instruction Fund 072 (A.R.S. §15-756.11)											
1000 Instruction	11.	0.00							0	0	0.0%
2000 Support Services											
2100 Students	12.	0.00							0	0	0.0%
2200 Instructional Staff	13.	0.00							0	0	0.0%
2300 General Administration	14.	0.00							0	0	0.0%
2400 School Administration	15.	0.00							0	0	0.0%
2500 Central Services	16.	0.00							0	0	0.0%
2600 Operation & Maintenance of Plant	17.	0.00							0	0	0.0%
2700 Student Transportation	18.	0.00							0	0	0.0%
2900 Other	19.	0.00							0	0	0.0%
Total (lines 11-19) (to Budget, page 6, Other Funds, line 3)	20.	0.00	0.00	0	0	0	0	0	0	0	0.0%

SUMMARY OF SCHOOL DISTRICT PROPOSED EXPENDITURE BUDGET

CTD NUMBER 090202000
VERSION Proposed

I certify that the Budget of Joseph City Unified School District, Navajo County for fiscal year 2022 was officially proposed by the Governing Board on, June 8, 2021, and that the complete Proposed Expenditure Budget may be reviewed by contacting Steven Mills at the District Office, telephone 928-288-3307 during normal business hours.

President of the Governing Board

1. Average Daily Membership:		Prior Year	Budget Year	4. Average Teacher Salaries (A.R.S. §15-903.E)	
	2020 ADM	2021 ADM	2022 ADM	1. Average salary of all teachers employed in FY 2022 (budget year)	55,473
Attending	438,315	422,024	422,500	2. Average salary of all teachers employed in FY 2021 (prior year)	51,553
				3. Increase in average teacher salary from the prior year	3,920
				4. Percentage increase	8%
2. Tax Rates:		Prior FY	Est. Budget FY	Comments on average salary calculation (Optional): FY22 Average Teacher Pay is an estimate and will be finalized once the Board determines final pay.	
Primary Rate (equalization formula funding and budget add-ons not required to be in secondary rate)		3.4794	3.3590		
Secondary Rate (voter-approved overrides, bonds, and Career Technical Education Districts, and desegregation, if applicable)		0.2175	0.5224		
3. Budgeted Expenditures and Budget Limits:		Budgeted Expenditures	Budget Limit	5. Average salary of all teachers employed in FY 2018	
Maintenance & Operation Fund		4,836,067	4,836,067	44,657	
Classroom Site Fund		787,280	787,280	6. Total percentage increase in average teacher salary since FY 2018	
Unrestricted Capital Outlay Fund		404,120	404,120	24%	

	MAINTENANCE AND OPERATION EXPENDITURES						% Inc./(Decr.) from Prior FY
	Salaries and Benefits		Other		TOTAL		
	Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	
100 Regular Education							
1000 Instruction	1,281,107	1,216,000	109,814	133,224	1,390,921	1,349,224	-3.0%
2000 Support Services							
2100 Students	212,935	210,000	26,016	26,080	238,951	236,080	-1.2%
2200 Instructional Staff	171,444	145,200	18,185	18,200	189,629	163,400	-13.8%
2300, 2400, 2500 Administration	543,106	477,600	158,885	196,123	701,991	673,723	-4.0%
2600 Oper./Maint. of Plant	388,986	366,000	706,762	739,046	1,095,748	1,105,046	0.8%
2900 Other	0	0	0	0	0	0	0.0%
3000 Oper. of Noninstructional Services	25,919	30,000	3,627	3,650	29,546	33,650	13.9%
610 School-Sponsored Curric. Activities	25,995	27,600	5,055	5,200	31,050	32,800	5.6%
620 School-Sponsored Athletics	117,753	120,000	49,845	50,500	167,598	170,500	1.7%
630, 700, 800, 900 Other Programs	0	0	0	0	0	0	0.0%
Regular Education Subsection Subtotal	2,767,245	2,592,400	1,078,189	1,172,023	3,845,434	3,764,423	-2.1%
200 and 300 Special Education							
1000 Instruction	331,715	369,644	2,961	2,950	334,676	372,594	11.3%
2000 Support Services							
2100 Students	102,557	80,400	144,652	145,000	247,209	225,400	-8.8%
2200 Instructional Staff	79,499	80,400	6,344	6,400	85,843	86,800	1.1%
2300, 2400, 2500 Administration	0	0	0	0	0	0	0.0%
2600 Oper./Maint. of Plant	0	0	0	0	0	0	0.0%
2900 Other	0	0	0	0	0	0	0.0%
3000 Oper. of Noninstructional Services	0	0	0	0	0	0	0.0%
Special Education Subsection Subtotal	513,771	530,444	153,957	154,350	667,728	684,794	2.6%
400 Pupil Transportation	179,333	163,200	196,009	196,750	375,342	359,950	-4.1%
510 Desegregation	0	0	0	0	0	0	0.0%
530 Dropout Prevention Programs	0	0	0	0	0	0	0.0%
540 Joint Career and Technical Education and Vocational Education Center	0	0	0	0	0	0	0.0%
550 K-3 Reading Program	26,872	26,900	0	0	26,872	26,900	0.1%
TOTAL EXPENDITURES	3,487,221	3,312,944	1,428,155	1,523,123	4,915,376	4,836,067	-1.6%

SUMMARY OF SCHOOL DISTRICT PROPOSED EXPENDITURE BUDGET (Concl'd)

CTD NUMBER 090202000
 VERSION Proposed

TOTAL EXPENDITURES BY FUND				
Fund	Budgeted Expenditures		\$ Increase/(Decrease) from Prior FY	% Increase/(Decrease) from Prior FY
	Prior FY	Budget FY		
Maintenance & Operation	4,915,376	4,836,067	(79,309)	-1.6%
Instructional Improvement	25,000	25,000	0	0.0%
English Language Learner	0	0	0	0.0%
Compensatory Instruction	0	0	0	0.0%
Classroom Site	458,581	787,280	328,699	71.7%
Federal Projects	910,995	1,847,500	936,505	102.8%
State Projects	195,000	160,000	(35,000)	-17.9%
Unrestricted Capital Outlay	356,366	404,120	47,754	13.4%
New School Facilities	0	0	0	0.0%
Adjacent Ways	75,000	75,000	0	0.0%
Debt Service	0	0	0	0.0%
School Plant Fund	1,000	5,000	4,000	400.0%
Auxiliary Operations	80,000	80,000	0	0.0%
Bond Building	0	0	0	0.0%
Food Service	300,000	300,000	0	0.0%
Other	1,125,610	1,426,500	300,890	26.7%

M&O FUND SPECIAL EDUCATION PROGRAMS BY TYPE		
Program (A.R.S. §§15-761 and 15-903)	Prior FY	Budget FY
Total All Disability Classifications	582,728	599,794
Gifted Education	0	0
Remedial Education	0	0
ELL Incremental Costs	0	0
ELL Compensatory Instruction	0	0
Vocational and Technical Education (non-CTED)	0	0
Career Education (non-CTED)	0	0
Career Technical Education (CTED)	85,000	85,000
TOTAL	667,728	684,794

PROPOSED STAFFING SUMMARY				
Staff Type	Purchased Services Personnel FTE	Employee FTE	Total FTE	Staff-Pupil Ratio
Certified --				
Superintendent, Principals, Other Administrators		3	3	1 to 140.8
Teachers		30	30	1 to 14.1
Other	2	1	3	1 to 140.8
Subtotal	2	34	36	1 to 11.7
Classified --				
Managers, Supervisors, Directors		4	4	1 to 105.6
Teachers Aides		8	8	1 to 52.8
Other		1,627	1,627	1 to 0.3
Subtotal	0	1,639	1,639	1 to 0.3
TOTAL	2	1,673	1,675	1 to 0.3
Special Education --				
Teacher		3	3	1 to 22.0
Staff		4	4	1 to 16.5

FY 2022 Truth in Taxation Work Sheet (A.R.S. §15-905.01)

1.	FY 2022 Truth in Taxation Base Limit (from FY 2021 TNT work sheet, line 3 + line 11)	\$ <u>0</u>
2.	Deduction for discontinued programs	<u>0</u>
3.	Adjusted FY 2022 TNT Base Limit	\$ <u><u>0</u></u>

**Primary Property Tax Rate
Related to Budgeted
Expenditures**

FY 2022 Budgeted Expenditures

4.	Desegregation (no longer a primary levy, must be zero)	\$ <u>0</u>	<u>0.0000</u>
5.	Dropout Prevention (from page 1, line 27)	<u>0</u>	<u>0.0000</u>
6.	Joint Career and Technical Education and Vocational Education Center	<u>0</u>	<u>0.0000</u>
7.	Small School Adjustment (from page 7, line 4, columns A and B)	\$ <u>0</u>	<u>0.0000</u>

Adjustments for FY 2021 Expenditures

8.	Desegregation, Dropout Prevention, and Joint Career and Technical Education and Vocational Education Center	
a.	FY 2021 Total Actual Expenditures for programs above	\$ _____
b.	Sum of FY 2021 original budget amounts for programs above (from FY 2021 TNT work sheet, sum of lines 4, 5, and 6)	<u>0</u>
c.	Expenditures over/(under) original budget (line 8.a minus line 8.b)	\$ <u>0</u>
9.	Small School Adjustment	
a.	FY 2021 final budget for Small School Adjustment	\$ _____
b.	FY 2021 original budget for Small School Adjustment (from FY 2021 TNT work sheet, line 7)	\$ <u>0</u>
c.	Amount over/(under) budget for Small School Adjustment (line 9.a minus line 9.b)	\$ <u>0</u>
10.	Total (add lines 4 through 7 and line 8.c. and line 9.c.)	\$ <u><u>0</u></u>
11.	Excess over Truth in Taxation Limit (1) (Line 10 minus line 3. If negative, enter zero.)	\$ <u><u>0</u></u>

12.	Amount to be Levied in FY 2022 for Adjacent Ways pursuant to A.R.S. §15-995 (from page 5, footnote 2) (1)	\$ <u>50,000</u>	<u>0.0004</u>
13.	Amount to be Levied in FY 2022 for Liabilities in Excess of the Budget pursuant to A.R.S. §15-907 (1)	\$ _____	<u>0.0000</u>

Calculations for Truth in Taxation Notice

A.	Sum of lines 11, 12, and 13	\$ <u>50,000</u>
B.1.	Current Assessed Value	\$ <u>120,131,968</u>
B.2.	(Line 3 divided by line B.1) x \$10,000	\$ <u>0.0000</u> (2)
C.1.	Sum of lines 3, 11, 12, and 13	\$ <u>50,000</u>
C.2.	(Line C.1 divided by line B.1) x \$10,000	\$ <u>4.1621</u> (2)

- (1) If an amount on line 11, 12, or 13 is greater than zero, the district must publish a Truth in Taxation Hearing Notice as described in A.R.S. §15-905.01.
- (2) \$10,000 is used in these calculations to determine the amounts to include on the truth in taxation hearing notice for a \$100,000 home, as property taxes on residential properties are levied at 10% of the assessed valuation per A.R.S. §42-15003.

6.B. Approve Additional Training Time and Hourly Pay Rate for Teachers and Instructional Specialists Outside Their Contract or Work Agreement Duty Schedule

This will apply to all teachers beginning this summer effective upon board approval.

6.C. Discussion and Possible Approval of Base Pay Rate Adjustments and Salary Schedule Changes for Classified Staff, Substitutes and Extra Duty

Proposed Pay Schedule | 2021-22



Teacher | Certified Specialist

Position	Base Salary without Performance Pay	Base Salary with Performance Pay	
Teacher, Specialist	\$ 40,200	\$ 41,800	
Counselor	\$ 44,200	\$ 45,800	
Speech Language Pathologist	\$ 59,500		
Adjustments to Base Salary			
Education Credit & Professional Development	\$ 65		Per credit hour for university graduate-level or Superintendent approved equivalent coursework; courses not related to the position require Superintendent approval
Advanced Degree	\$ 500		For a Masters Degree and for a Ed.D. or Ph.D. degree in related fields
National Board Certification	\$ 800		Additional per year
Initial Placement	Experience	\$ 500	For each year of verified certificated teaching or like experience up to 10 years
	Other Pay	\$ -	Additional amount may be paid for positions designated as "hard to fill"
Additional Opportunities for Increased Earnings			
Performance Pay	\$ 1,600		Depending on Classroom Site Fund state funding, employee eligibility, completion of performance goals and continued employment with JCUSD
High School / College Dual Credit Classes	\$ 70		District pays \$70 per student each year for teaching high school / college dual credit classes
Additional Assignments	\$ -		The District has many opportunities to take on additional assignments and pays as much as \$5,000+ for Extra Duties (see Extra Duty Pay Schedules)
Additional Benefits			
Paid Employee Health Insurance	Premium	\$ 6,744	District pays 100% of premium for employees working at least 30 hours per week PLUS District contributes \$1,500 (depending on plan) to employee's Health Savings Account PLUS District pays \$1,980 toward premiums for those with family coverage
	HSA	\$ 1,500	
	Family Supplement	\$ 1,980	
Paid Employee Life Insurance		\$ 25,000	Life insurance is provided to employees working 20 or more hours per week
Voluntary Insurance Benefits		Available	Employees working at least 30 hours per week may purchase dental and vision plans; at 20 hours per week employees may purchase short term disability and additional life insurance
Arizona State Retirement		12.41%	Employees working at least 20 hours per week are automatically enrolled in Az State Retirement (ASRS); long term disability insurance (after 180 days) is included; contributions are shared by the District and the employee with each contributing 12.41%
Social Security/Medicare		7.65%	Employee and District each contribute 7.65%
Leave		96 hours	Certified 10-month full-time employees earn 96 hours per year of Personal Leave
Notes			
Some Teacher Compensation (CSF/Prop 301) funds are included in base salary			
Annual salary amount may be adjusted depending on employee's duty schedule, start date and end date; return-to-work retiree pay reduced by 9.1%			
Placement and advancement are based on Superintendent recommendation and Governing Board approval			
Example Teacher new to Joseph City Schools is a 10-year veteran with 45 credit hours past a Bachelor's Degree and has earned a Masters Degree.	Base Salary (including Performance Pay)		\$ 41,800
	Experience for Initial Placement (10 x \$500)		5,000
	Education Credit (45 graduate credit hours x \$65)		2,925
	Master's Degree		500
	Contract Salary		\$ 50,225

Adopted 4/13/21

Proposed Pay Schedule | 2021-22



Support Staff

Base Hourly Rate		Position Placement			
Level	Entry	Position	Level	Position	Level
1	\$12.15	Accompanist	8	Secretary I	8
2	\$12.15	Administrative Asst-Sup/Board	10	Secretary II	9
3	\$12.50	Auditorium Manager	9	Seasonal Skilled Worker I	9
4	\$13.00	Auditorium Tech I	1	Seasonal Skilled Worker II	18
5	\$13.50	Auditorium Tech II	2	Seasonal Worker	3
6	\$14.00	Bus Aide	3	Student Worker	1
7	\$14.50	Bus Driver	11	Teacher Assistant I	10
8	\$15.00	CTE Coordinator	8	Teacher Assistant II	13
9	\$15.50	Concession Manager	9	Teacher Assistant III	15
10	\$16.00	Custodian	5	Technology Aide	6
11	\$16.50	Event Worker	1	Technology Specialist I	8
12	\$17.00	Finance Specialist I	9	Technology Specialist II	15
13	\$17.50	Finance Specialist II	11	Tutor (non-certified)	7
14	\$18.00	Health Aide	8	Van Driver	8
15	\$18.50	Instructional Aide I	6		
16	\$19.00	Instructional Aide II	8		
17	\$19.50	Instructional Aide III	15		
18	\$20.00	Library Aide I	6		
19	\$20.50	Library Aide II	8		
20	\$21.00	Lifeguard	4		
21	\$21.50	Maintenance Tech I	7		
22	\$22.00	Maintenance Tech II	11		
23	\$22.50	Office Aide	6		
24	\$23.00	Pool Assistant Manager	6		
25	\$23.50	Pool Manager	9		
26	\$24.00	Program Specialist I	6		
27	\$24.50	Program Specialist II	8		
28	\$25.00	Project Coordinator I	11		
29	\$25.50	Project Coordinator II	19		
30	\$26.00	Receiving Clerk	6		

Adjustments to Base Hourly Rate

Adjustment	Rate	Notes
Initial Placement	Experience	\$0.26 per hour • For each year of verified direct job-related experience up to 5 years • Partial years may be granted for indirect job-related experience
	Other Pay	\$0.00 per hour No experience granted for Level 1 positions
Education Credit & Professional Development	Other Pay	\$ - Additional amount may be paid for positions designated as "hard to fill"
	Other Pay	\$0.05 per hour (maximum 10 credit hours or equivalent) • Per credit hour for job-related college coursework beyond minimum required for job • Per 16 contact hours for job-related professional development • Other courses and training require Superintendent approval
College Degree or Professional Certification	Other Pay	\$0.50 per hour • For bachelors, masters, doctorate degrees in job-related fields • For professional certification equivalent to college degree in job-related fields (equivalency and amount determined by Superintendent)

Additional Opportunities for Increased Earnings

Minimum \$1.50 per hour differential when assisting high-needs students in ongoing assignments
Minimum \$0.50 per hour differential for all hours worked: Certified bus driver trainers

Notes

*Base hourly rate for Level 1 is the Minimum Wage rate for Arizona; this amount is subject to change January 1 of each year; no experience increments are given
**Base hourly rate for Level 2 is the Minimum Wage rate for Arizona; this amount is subject to change January 1 of each year; experience increments may be given
Return-to-work retiree pay reduced by 9.1%
Initial placement and ongoing advancement are based on Superintendent recommendation and Governing Board approval

Proposed Pay Schedule | 2021-22



Extra Duty 1

Level	Annual/Season Amt		Assignment	Min Amt % of Tchr Base	Experience Increment	
	Minimum	Maximum			% of Tchr Base	Amount
1	3,819	5,025	HS Head Coach, Cheer Coach (full year), Drama Coach	9.50%	0.50%	\$201
2	2,211	3,177	HS Asst Coach II, Band/Choral Director, Ag Club Advisor, Cross Country Coach	5.50%	0.40%	\$161
3	1,407	1,887	HS Asst Coach I, JH Coach, HS Student Council Advisor, EL Music, Yearbook Advisor	3.50%	0.20%	\$80
4	913	1,273	JH Asst Coach	2.27%	0.15%	\$60
5	704	944	JH Student Council Advisor, Club Sponsors, Science Fair Coordinator	1.75%	0.10%	\$40

Initial Placement

1 - 6 years experience = Experience Increment Amount for each additional year of experience

Years of experience related but not directly equivalent may be counted as one year for each 2 or more years of related experience

Notes

Teacher Base = \$40200 (Entry Amount for Teacher Base Salary from the Teacher | Certified Specialist Pay Schedule)

Minimum Amount = Min. Amount % of Tchr Base multiplied by the Teacher Base

Experience Increment = Experience Increment % of Teacher Base multiplied by the Teacher Base

Placement and advancement are based on Superintendent recommendation and Governing Board approval

Adopted 4/13/21

Proposed Pay Schedule | 2021-22



Extra Duty 2			
Level	Amount	Assignment	Eligible Staff
A	16.00 per hour	HS/JH Class Sponsor (outside contract day)	Any
B	25.00 per hour	Teacher tutoring students (outside contract day)	Certified
C	15.00 13.57 per hour	Teacher acting as a substitute teacher during prep time	Certified
D	25.00 20.00 per hour	Teacher curriculum development/training (outside contract day)	Certified
E	*TBD per assignment	Instructional Specialist assignment	Certified
F	1,000.00 per year	Indian Education Program Coordinator	Any
G	200.00 per year	Elementary Music Coordinator	Any
H	35.00 per game	JH Referee - AIA certified	AIA Cert.
I	20.00 per game	JH Referee - non-AIA	Any
J	15.00 per game	Volleyball Line Judge	Any
K	35.00 per student per sem	College Concurrent Enrollment Teacher	Certified
L	200.00 per sem	Red Ribbon Coordinator	Any
M	600.00 per year	School Improvement Chairperson	Certified
N	3,000.00 per year	CTE Director	Certified
O	4,500.00 per year	Special Education Director	REMOVE Certified
P	2,000.00 per year	District Wellness Director (Grant Compliance)	Any
Q	*TBD per assignment	Support Specialist	Any
R	3,800.00 per year	HS Activities Director	REMOVE Certified
S	1,200.00 per year	JH Activities Director	REMOVE Certified
T	350.00 per year	Wrestling Tournament Director	Any
U	500.00 per year	NAVIT Coordinator	Any
V	400.00 per sem	Mentor	Certified
X	300.00 per event	Hospitality Coordinator - Wrestling Tournament	Any
Y	100.00 per event	Hospitality Coordinator - Tournaments/Events (except Wrestling)	Any
Z	1,500.00 per sem	Elementary Large Classroom Stipend	Certified
AA	250.00 per class per sem	JH/HS Large Classroom Stipend (academic classes only)	Certified
Notes			
** Base pay amount will vary depending on the requirements of the specific assignment and the type of certification held and will be determined by the Superintendent subject to Governing Board approval			

Proposed 6/8/21

Proposed Pay Schedule | 2021-22



Substitute

Level	Assignment	Certification	Short-Term			Mid-Term	Long-Term
			Hourly Rate	Daily Rate	Minimum Daily Amount	Daily Rate	Daily Rate
A	Teacher	Emergency Sub - Less than 30 college credit hrs	12.53	94.00	47.00	113.00	129.00
B	Teacher	Emergency Sub - 30+ college credit hours	12.80	96.00	48.00	118.00	129.00
C	Teacher	Substitute - Bachelors degree	14.27	107.00	53.50	123.00	129.00
D	Teacher	Substitute - Teacher certification	15.07	113.00	56.50	129.00	134.00
T	Bus Driver	School bus driver certification REMOVE	16.50				
U	Maintenance Worker Other	None REMOVE	13.50				
Z	Support Staff	Substitues for other Support Staff positions will be paid the Entry Base Hourly Rate for that position					

Notes

Short-Term Teacher Substitute rates apply when a single assignment is less than 10 consecutive workdays; no paid leave; no health/life insurance

Mid-Term Teacher Substitute rates apply after the 10th consecutive workday of single assignment that is less than 60 total consecutive work days; no paid leave; no health/life insurance

Long-Term Teacher Substitute rates apply for assignments anticipated to be 60 consecutive workdays or more in length; paid leave granted at the same rate as for staff placed on the Teacher Pay Schedule; District paid health/life insurance available

Adopted 4/13/21

Proposed Pay Schedule | 2021-22



Management Team | Classified Specialist

Level	Annual Salary	Hourly Rate	Other Terms
	Base	Base	
Transportation Coordinator	40,435	19.44	Salary amount based on 12-month full-time schedule. Salary may be prorated for reduced duty schedules.
Custodial/Asset Control Coordinator	37,544	18.05	
Maintenance Coordinator	46,897		
Technology Coordinator	50,481		
Assistant District Administrator	65,899		
Elementary Principal	59,682		
High School Principal	67,060		
Business Manager	56,481		
Initial Placement			
\$600 - \$3,000 for each year of experience or as negotiated			
Adjustments to Base Salary or Hourly Rate			
Initial Placement	Experience	\$600 - \$3,000 per year	For each year of verified related experience or as negotiated
	Other Pay	\$ -	Additional amount may be paid for positions designated as "hard to fill"
Education Credit & Professional Development	\$104 per year (full-time) OR \$0.05 per hour		<ul style="list-style-type: none"> Per credit hour for job-related college coursework Per 16 contact hours for job-related professional development Courses and training not job-related require Superintendent approval
College Degree or Professional Certification	\$541 per year (full-time) OR \$0.26 per hour		<ul style="list-style-type: none"> For bachelors, masters, doctorate degrees in job-related fields For professional certification equivalent to college degree in job-related fields (equivalency and amount determined by Superintendent)
Notes			
Annual salary amount may be adjusted depending on employee's duty schedule; return-to-work retiree pay reduced by 9.1% or as negotiated			
Placement and advancement are based on Superintendent recommendation and Governing Board approval			

Revised 5/11/21

Support Staff Compression Adjustments

Position	Current		Proposed		Increase (Decrease)
	Level	Base Rate	Level	Base Rate	Base Rate
Accompanist	6	14.00	8	15.00	1.00
Administrative Asst-Sup/Board	8	15.00	10	16.00	1.00
Auditorium Manager	7	14.50	9	15.50	1.00
Auditorium Tech I	1	12.15	1	12.15	-
Auditorium Tech II	2	12.15	2	12.15	-
Bus Aide	3	12.50	3	12.50	-
Bus Driver	11	16.50	11	16.50	-
CTE Coordinator	7	14.50	8	15.00	0.50
Concession Manager	New	-	9	15.50	New
Custodian	5	13.50	5	13.50	-
Event Worker	1	12.15	1	12.15	-
Finance Specialist I	9	15.50	9	15.50	-
Finance Specialist II	9	15.50	11	16.50	1.00
Health Aide	6	14.00	8	15.00	1.00
Instructional Aide I	4	13.00	6	14.00	1.00
Instructional Aide II	6	14.00	8	15.00	1.00
Instructional Aide III	15	18.50	15	18.50	-
Library Aide I	4	13.00	6	14.00	1.00
Library Aide II	6	14.00	8	15.00	1.00
Lifeguard	2	12.15	4	13.00	0.85
Maintenance Tech I	7	14.50	7	14.50	-
Maintenance Tech II	11	16.50	11	16.50	-
Office Aide	4	13.00	6	14.00	1.00
Pool Assistant Manager	6	14.00	6	14.00	-
Pool Manager	7	14.50	9	15.50	1.00
Program Specialist I	8	15.00	6	14.00	(1.00)
Program Specialist II	8	15.00	8	15.00	-
Project Coordinator I	11	16.50	11	16.50	-
Project Coordinator II	19	20.50	19	20.50	-
Receiving Clerk	5	13.50	6	14.00	0.50
Secretary I	6	14.00	8	15.00	1.00
Secretary II	7	14.50	9	15.50	1.00
Seasonal Skilled Worker I	9	15.50	9	15.50	-
Seasonal Skilled Worker II	18	20.00	18	20.00	-
Seasonal Worker	3	12.50	3	12.50	-
Student Worker	1	12.15	1	12.15	-
Teacher Assistant I	10	16.00	10	16.00	-
Teacher Assistant II	11	16.50	13	17.50	1.00
Teacher Assistant III	15	18.50	15	18.50	-
Technology Aide	4	13.00	6	14.00	1.00
Technology Specialist I	8	15.00	8	15.00	-
Technology Specialist II	15	18.50	15	18.50	-
Tutor (non-certified)	5	13.50	7	14.50	1.00
Van Driver	6	14.00	8	15.00	1.00

Support Staff Position Placement

Level	Base Rate	Positions					
1	12.15	Auditorium Tech I	Event Worker	Student Worker			
2	12.15	Auditorium Tech II					
3	12.50	Bus Aide	Seasonal Worker				
4	13.00	Lifeguard					
5	13.50	Custodian					
6	14.00	Instructional Aide I Technology Aide	Library Aide I	Office Aide	Pool Asst Manager	Program Spec I	Receiving Clerk
7	14.50	Maint Tech I	Tutor (non-certified)				
8	15.00	Accompanist Secretary I	CTE Coordinator Technology Spec I	Health Aide Van Driver	Instructional Aide II	Library Aide II	Program Spec II
9	15.50	Auditorium Mgr	Concession Mgr	Finance Spec I	Pool Manager	Secretary II	Seasonal Skilled I
10	16.00	Admin Asst-Sup/Brd	Teacher Asst I				
11	16.50	Bus Driver	Finance Spec II	Maint Tech II	Project Coord I		
12	17.00						
13	17.50	Teacher Asst II					
14	18.00						
15	18.50	Instructional Aide III	Teacher Asst III	Technology Spec II			
16	19.00						
17	19.50						
18	20.00	Seasonal Skilled II					
19	20.50	Project Coord II					
20	21.00						
21	21.50						
22	22.00						
23	22.50						
24	23.00						
25	23.50						
26	24.00						
27	24.50						
28	25.00						
29	25.50						
30	26.00						

First Year Certified Faculty Salary Placement Schedule FY21

Regular Positions

This Schedule Only Applies to New Faculty Entering The Holbrook District in Fiscal Year 2020-21
 This Schedule Does Not Apply to Continuing Faculty who worked for the Holbrook District in Fiscal Year 2019-20
 This Schedule will only be in effect from July 01, 2020 to June 30, 2021. This schedule expires on June 30, 2021.
 Approved by the Governing Board on March 10, 2020

Non Master's Level

Step	BA	\$500 BA6	\$500 BA12	\$500 BA18	\$500 BA24	\$500 BA30	\$500 BA36	\$500 BA42
1	\$ 43,000	\$ 43,500	\$ 44,000	\$ 44,500	\$ 45,000	\$ 45,500	\$ 46,000	\$ 46,500
2	\$ 43,500	\$ 44,000	\$ 44,500	\$ 45,000	\$ 45,500	\$ 46,000	\$ 46,500	\$ 47,000
3	\$ 44,000	\$ 44,500	\$ 45,000	\$ 45,500	\$ 46,000	\$ 46,500	\$ 47,000	\$ 47,500
4	\$ 44,600	\$ 45,100	\$ 45,600	\$ 46,100	\$ 46,600	\$ 47,100	\$ 47,600	\$ 48,100
5	\$ 45,200	\$ 45,700	\$ 46,200	\$ 46,700	\$ 47,200	\$ 47,700	\$ 48,200	\$ 48,700
6	\$ 45,900	\$ 46,400	\$ 46,900	\$ 47,400	\$ 47,900	\$ 48,400	\$ 48,900	\$ 49,400
7	\$ 46,600	\$ 47,100	\$ 47,600	\$ 48,100	\$ 48,600	\$ 49,100	\$ 49,600	\$ 50,100
8	\$ 47,300	\$ 47,800	\$ 48,300	\$ 48,800	\$ 49,300	\$ 49,800	\$ 50,300	\$ 50,800
9	\$ 48,000	\$ 48,500	\$ 49,000	\$ 49,500	\$ 50,000	\$ 50,500	\$ 51,000	\$ 51,500
12	\$ 50,100	\$ 50,600	\$ 51,100	\$ 51,600	\$ 52,100	\$ 52,600	\$ 53,100	\$ 53,600
15	\$ 52,200	\$ 52,700	\$ 53,200	\$ 53,700	\$ 54,200	\$ 54,700	\$ 55,200	\$ 55,700

Master's Level In District Approved Content Area

Step	\$1,530 MA	\$500 MA6	\$500 MA12	\$500 MA18	\$500 MA24	\$500 MA30	\$500 MA36	\$500 MA42	\$500 MA48	\$500 MA54	\$3,060 Doctorate
1	\$ 47,530	\$ 48,030	\$ 48,530	\$ 49,030	\$ 49,530	\$ 50,030	\$ 50,530	\$ 51,030	\$ 51,530	\$ 52,030	\$ 55,090
2	\$ 48,230	\$ 48,730	\$ 49,230	\$ 49,730	\$ 50,230	\$ 50,730	\$ 51,230	\$ 51,730	\$ 52,230	\$ 52,730	\$ 55,790
3	\$ 48,930	\$ 49,430	\$ 49,930	\$ 50,430	\$ 50,930	\$ 51,430	\$ 51,930	\$ 52,430	\$ 52,930	\$ 53,430	\$ 56,490
4	\$ 49,630	\$ 50,130	\$ 50,630	\$ 51,130	\$ 51,630	\$ 52,130	\$ 52,630	\$ 53,130	\$ 53,630	\$ 54,130	\$ 57,190
5	\$ 50,330	\$ 50,830	\$ 51,330	\$ 51,830	\$ 52,330	\$ 52,830	\$ 53,330	\$ 53,830	\$ 54,330	\$ 54,830	\$ 57,890
6	\$ 51,030	\$ 51,530	\$ 52,030	\$ 52,530	\$ 53,030	\$ 53,530	\$ 54,030	\$ 54,530	\$ 55,030	\$ 55,530	\$ 58,590
7	\$ 51,730	\$ 52,230	\$ 52,730	\$ 53,230	\$ 53,730	\$ 54,230	\$ 54,730	\$ 55,230	\$ 55,730	\$ 56,230	\$ 59,290
8	\$ 52,430	\$ 52,930	\$ 53,430	\$ 53,930	\$ 54,430	\$ 54,930	\$ 55,430	\$ 55,930	\$ 56,430	\$ 56,930	\$ 59,990
9	\$ 53,130	\$ 53,630	\$ 54,130	\$ 54,630	\$ 55,130	\$ 55,630	\$ 56,130	\$ 56,630	\$ 57,130	\$ 57,630	\$ 60,690
12	\$ 55,230	\$ 55,730	\$ 56,230	\$ 56,730	\$ 57,230	\$ 57,730	\$ 58,230	\$ 58,730	\$ 59,230	\$ 59,730	\$ 62,790
15	\$ 57,330	\$ 57,830	\$ 58,330	\$ 58,830	\$ 59,330	\$ 59,830	\$ 60,330	\$ 60,830	\$ 61,330	\$ 61,830	\$ 64,890

New Faculty entering the Holbrook district with prior teaching experience, who meet academic and professional qualifications for ADE certification while teaching, may be given a maximum credit on this placement schedule for substantiated/documentated experience.

New Faculty with nine to fourteen years of substantiated/documentated experience will be placed on step nine.

New Faculty with fifteen to nineteen years of substantiated/documentated experience will be placed on step twelve.

New Faculty with twenty or more years of substantiated/documentated experience will be placed on step fifteen.

This placement schedule may also be used for other 4 yr. degreed, non-certified instructional personnel.

Faculty possessing National Board Certification may also receive \$1,530 annually.

New vocation education teachers may be given one year experience for every verified three years work in the field they now teach.

First year faculty may also be eligible for up to four days of initial orientation & training paid at \$500 per day.

This placement schedule may also be used for professionally certified, 4 yr degreed & or licensed nurses & counselors.

Nurses with a two year degree will be paid at 75% & nurses with a three year degree will be paid at 85% of the BA level.

The District will not recognize hours towards certification until a Master's Degree has been awarded. At that time, the District will recognize intern certificated teachers at the Master's level on the salary placement schedule; as well as, the step that recognizes the years of experience the teacher has been teaching (2 years of experience). Any percentage increases given to certified staff for the contract year will be recognized in addition to the Masters placement.

No salary increase beyond June 30, 2021 is expressed or implied by this salary placement schedule.

Previous Yrs. Experience	Salary Placement Step
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	9
10	9
11	9
12	9
13	9
14	9
15	12
16	12
17	12
18	12
19	12
20	15
20 +	15

Signature

Governing Board President

Date

Special Assignment Stipend Schedule FY21

Special Education - District wide Certified Classroom Faculty
Indian Wells Certified Classroom Faculty

Approved by Governing Board March 10, 2020.

Continuous Years	Special Education Handicapped	Indian Wells
1 to 3	\$2,500	\$2,500
4 to 6	\$3,500	\$3,500
7 to 9	\$4,500	\$4,500
10 to 12	\$5,500	\$5,500
13 to 15	\$6,500	\$6,500
16+	\$7,500	\$7,500
Maximum \$7,500		

This schedule only applies to certified staff. The special education stipend **is not** site specific and applies to all school sites. The Indian Wells stipend **is** site specific. If a teacher or counselor transfers out of the Indian Wells School or out of a special ed classroom - they will no longer qualify to receive the stipend(s).

Special Education Indian Wells classroom faculty are eligible to receive both stipends.

The schedule above is increased by \$500 for a principal assigned to Indian Wells.

Part time Indian Wells classroom teachers are eligible to receive a prorated stipend **IF** they teach one or more **full or half days on a regular weekly basis.**

Teachers working to obtain their special ed certificate thru an internship program or by agreement with the District who in some cases may only have an emergency or substitute certificate are also eligible for these stipends IF they are teaching in a special education classroom program.

This "stipend schedule" is only in effect for one year from July 1, 2020 to June 30, 2021 & expires on June 30, 2021.

No stipend increase is expressed or implied beyond June 30, 2021.

Governing Board President Signature

Date

First Year Certified Faculty Salary Placement Schedule FY21

Special Positions

This Schedule only applies to special ed, math, science & Indian Wells faculty
 This Schedule Applies to New Faculty Entering The Holbrook District in Fiscal Year 2020-21
 This Schedule Does Not Apply to Continuing Faculty who worked for the Holbrook District in Fiscal Year 2019-20.
 This Schedule will only be in effect from July 01, 2020 to June 30, 2021. This schedule expires on June 30, 2021.
 Approved by the Governing Board on March 10, 2020.

Non Master's Level

Step	BA	\$500 BA6	\$500 BA12	\$500 BA18	\$500 BA24	\$500 BA30	\$500 BA36	\$500 BA42	
1		\$43,000	\$43,500	\$44,000	\$44,500	\$45,000	\$45,500	\$46,000	\$46,500
2	\$500	\$43,500	\$44,000	\$44,500	\$45,000	\$45,500	\$46,000	\$46,500	\$47,000
3	\$500	\$44,000	\$44,500	\$45,000	\$45,500	\$46,000	\$46,500	\$47,000	\$47,500
4	\$600	\$44,600	\$45,100	\$45,600	\$46,100	\$46,600	\$47,100	\$47,600	\$48,100
5	\$600	\$45,200	\$45,700	\$46,200	\$46,700	\$47,200	\$47,700	\$48,200	\$48,700
6	\$700	\$45,900	\$46,400	\$46,900	\$47,400	\$47,900	\$48,400	\$48,900	\$49,400
7	\$700	\$46,600	\$47,100	\$47,600	\$48,100	\$48,600	\$49,100	\$49,600	\$50,100
8	\$700	\$47,300	\$47,800	\$48,300	\$48,800	\$49,300	\$49,800	\$50,300	\$50,800
9	\$700	\$48,000	\$48,500	\$49,000	\$49,500	\$50,000	\$50,500	\$51,000	\$51,500
10	\$700	\$48,700	\$49,200	\$49,700	\$50,200	\$50,700	\$51,200	\$51,700	\$52,200
11	\$700	\$49,400	\$49,900	\$50,400	\$50,900	\$51,400	\$51,900	\$52,400	\$52,900
12	\$700	\$50,100	\$50,600	\$51,100	\$51,600	\$52,100	\$52,600	\$53,100	\$53,600
13	\$700	\$50,800	\$51,300	\$51,800	\$52,300	\$52,800	\$53,300	\$53,800	\$54,300
14	\$700	\$51,500	\$52,000	\$52,500	\$53,000	\$53,500	\$54,000	\$54,500	\$55,000
15	\$700	\$52,200	\$52,700	\$53,200	\$53,700	\$54,200	\$54,700	\$55,200	\$55,700
16	\$700	\$52,900	\$53,400	\$53,900	\$54,400	\$54,900	\$55,400	\$55,900	\$56,400
17	\$700	\$53,600	\$54,100	\$54,600	\$55,100	\$55,600	\$56,100	\$56,600	\$57,100
18	\$700	\$54,300	\$54,800	\$55,300	\$55,800	\$56,300	\$56,800	\$57,300	\$57,800
19	\$700	\$55,000	\$55,500	\$56,000	\$56,500	\$57,000	\$57,500	\$58,000	\$58,500
20	\$700	\$55,700	\$56,200	\$56,700	\$57,200	\$57,700	\$58,200	\$58,700	\$59,200
21	\$700	\$56,400	\$56,900	\$57,400	\$57,900	\$58,400	\$58,900	\$59,400	\$59,900
22	\$700	\$57,100	\$57,600	\$58,100	\$58,600	\$59,100	\$59,600	\$60,100	\$60,600
23	\$700	\$57,800	\$58,300	\$58,800	\$59,300	\$59,800	\$60,300	\$60,800	\$61,300
24	\$700	\$58,500	\$59,000	\$59,500	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000
25	\$700	\$59,200	\$59,700	\$60,200	\$60,700	\$61,200	\$61,700	\$62,200	\$62,700
26	\$700	\$59,900	\$60,400	\$60,900	\$61,400	\$61,900	\$62,400	\$62,900	\$63,400

Master's Level In District Approved Content Area

Step	\$1,530 MA	\$500 MA6	\$500 MA12	\$500 MA18	\$500 MA24	\$500 MA30	\$500 MA36	\$500 MA42	\$500 MA48	\$500 MA54	\$3,060 Doctorate
1	\$47,530	\$48,030	\$48,530	\$49,030	\$49,530	\$50,030	\$50,530	\$51,030	\$51,530	\$52,030	\$55,090
2	\$700	\$48,230	\$48,730	\$49,230	\$49,730	\$50,230	\$50,730	\$51,230	\$51,730	\$52,230	\$55,790
3	\$700	\$48,930	\$49,430	\$49,930	\$50,430	\$50,930	\$51,430	\$51,930	\$52,430	\$52,930	\$56,490
4	\$700	\$49,630	\$50,130	\$50,630	\$51,130	\$51,630	\$52,130	\$52,630	\$53,130	\$53,630	\$57,190
5	\$700	\$50,330	\$50,830	\$51,330	\$51,830	\$52,330	\$52,830	\$53,330	\$53,830	\$54,330	\$57,890
6	\$700	\$51,030	\$51,530	\$52,030	\$52,530	\$53,030	\$53,530	\$54,030	\$54,530	\$55,030	\$58,590
7	\$700	\$51,730	\$52,230	\$52,730	\$53,230	\$53,730	\$54,230	\$54,730	\$55,230	\$55,730	\$59,290
8	\$700	\$52,430	\$52,930	\$53,430	\$53,930	\$54,430	\$54,930	\$55,430	\$55,930	\$56,430	\$59,990
9	\$700	\$53,130	\$53,630	\$54,130	\$54,630	\$55,130	\$55,630	\$56,130	\$56,630	\$57,130	\$60,690
10	\$700	\$53,830	\$54,330	\$54,830	\$55,330	\$55,830	\$56,330	\$56,830	\$57,330	\$57,830	\$61,390
11	\$700	\$54,530	\$55,030	\$55,530	\$56,030	\$56,530	\$57,030	\$57,530	\$58,030	\$58,530	\$62,090
12	\$700	\$55,230	\$55,730	\$56,230	\$56,730	\$57,230	\$57,730	\$58,230	\$58,730	\$59,230	\$62,790
13	\$700	\$55,930	\$56,430	\$56,930	\$57,430	\$57,930	\$58,430	\$58,930	\$59,430	\$59,930	\$63,490
14	\$700	\$56,630	\$57,130	\$57,630	\$58,130	\$58,630	\$59,130	\$59,630	\$60,130	\$60,630	\$64,190
15	\$700	\$57,330	\$57,830	\$58,330	\$58,830	\$59,330	\$59,830	\$60,330	\$60,830	\$61,330	\$64,890
16	\$700	\$58,030	\$58,530	\$59,030	\$59,530	\$60,030	\$60,530	\$61,030	\$61,530	\$62,030	\$65,590
17	\$700	\$58,730	\$59,230	\$59,730	\$60,230	\$60,730	\$61,230	\$61,730	\$62,230	\$62,730	\$66,290
18	\$700	\$59,430	\$59,930	\$60,430	\$60,930	\$61,430	\$61,930	\$62,430	\$62,930	\$63,430	\$66,990
19	\$700	\$60,130	\$60,630	\$61,130	\$61,630	\$62,130	\$62,630	\$63,130	\$63,630	\$64,130	\$67,690
20	\$700	\$60,830	\$61,330	\$61,830	\$62,330	\$62,830	\$63,330	\$63,830	\$64,330	\$64,830	\$68,390
21	\$700	\$61,530	\$62,030	\$62,530	\$63,030	\$63,530	\$64,030	\$64,530	\$65,030	\$65,530	\$69,090
22	\$700	\$62,230	\$62,730	\$63,230	\$63,730	\$64,230	\$64,730	\$65,230	\$65,730	\$66,230	\$69,790
23	\$700	\$62,930	\$63,430	\$63,930	\$64,430	\$64,930	\$65,430	\$65,930	\$66,430	\$66,930	\$70,490
24	\$700	\$63,630	\$64,130	\$64,630	\$65,130	\$65,630	\$66,130	\$66,630	\$67,130	\$67,630	\$71,190
25	\$700	\$64,330	\$64,830	\$65,330	\$65,830	\$66,330	\$66,830	\$67,330	\$67,830	\$68,330	\$71,890
26	\$700	\$65,030	\$65,530	\$66,030	\$66,530	\$67,030	\$67,530	\$68,030	\$68,530	\$69,030	\$72,590

New Special Ed, Math, Science & Indian Wells Faculty entering the district with prior teaching experience, who meet academic and professional qualifications for ADE certification while teaching, may be given year for year credit.

All provisions of the current First Year Certified Faculty Salary Placement Schedule apply to this schedule.

Signature & Date

Governing Board President

Certified Staff Extra Duty Daily, Hourly & Periodic Pay Stipends FY21

\$200 per day / \$25 per hour	\$500 per day	Mentoring
Curriculum Writing/Dev Grant Based Professional Development Grant Based Professional Development	Site Based In-service** ** Annual Maximum - 2 days per teacher - May be funded by grants/desegregation/M&O funds	Year 1 - \$1,250 per mentee* Year 2 - \$750 per mentee*

\$20 Per Hour	\$250 per half day	\$500 per full day
Testing (ESL, Spec Ed, Reading etc.)	District Prof.Dev. Presenter	District Prof.Dev. Presenter*

\$25 Per Hour
Summer School - Regular Faculty IAT (Intervention Assistance Team) Tutoring Services Sub 1 Period Differential

*Job descriptions will determine the activity & salary amounts

*Prof. Dev. Less than 4 hours or between 4 & 8 hours will be paid at \$25/hour

*A day equals 8 hours with a one hour lunch break.

Please note: Stipend amounts & "periodic pay rates" included in state & federal grants will be brought to the Board for specific approval, if not included in this "Periodic Pay Rate" Schedule or the extra duty placement schedules (Sections "1" & "2").

Signature of Governing Board President

Date

Substitute Placement Schedule

This Schedule Applies to New & Continuing Staff Entering The Holbrook District in Fiscal Year 2020-21
 This Schedule Applies to New & Continuing Staff who are exempt under the FLSA.
 No pay increase beyond initial placement is expressed or implied.
 All substitutes must maintain proper certification and fingerprint clearance to remain employed.
 Approved by Board March 10, 2020.

Certification	Teaching	Training
Emergency Certification Less than 29 hours	\$95 per day	\$60 per day
Emergency Certification With 30 hours or more	\$100 per day	\$65 per day
Full Teacher Certification	\$105 per day	\$100 per day
Long-term Substitute (non- teacher certification)	\$125 per day	\$125 per day
Long-term Substitute (teacher certification)	\$155 per day	\$155 per day

Teaching pertains to fulfilling the actual classroom duties of the teacher.

Training pertains to completing training as needed to ensure continuity in classroom practices and to professionally develop substitute teachers.

Signature of Governing Board President

Date

First Year Administrator Salary Placement Schedule FY21

This Schedule Applies to New Administrators Entering The Holbrook District in Fiscal Year 2020-21
 This Schedule Does Not Apply to Continuing Administrators who worked for the Holbrook District in Fiscal Year 2019-20
 This Schedule will only be in effect from July 1, 2020 to June 30, 2021. This schedule expires on June 30, 2021
 No salary increase beyond June 30, 2021 is expressed or implied.
 Approved by the Governing Board on March 10, 2020.

Step	HLT,PRK, IW	HJHS	HJHS	HHS	HHS	Other	Support Staff	HHS
	Principal 249 Days	Principal 249 Days	Asst. Principal 203 Days	Principal 249 Days	Asst. Principal 249 Days	Admin 249 Days	Director 261 Days	Dean 203
1	\$60,500	\$62,500	\$52,500	\$72,500	\$59,500	\$58,500	\$48,476	\$56,500
2	\$62,013	\$64,063	\$53,813	\$74,313	\$60,988	\$59,963	\$49,688	\$57,913
3	\$63,563	\$65,664	\$55,158	\$76,170	\$62,512	\$61,462	\$50,930	\$59,360
4	\$65,152	\$67,306	\$56,537	\$78,075	\$64,075	\$62,998	\$52,203	\$60,844
5	\$66,781	\$68,988	\$57,950	\$80,026	\$65,677	\$64,573	\$53,508	\$62,365
6	\$68,450	\$70,713	\$59,399	\$82,027	\$67,319	\$66,187	\$54,846	\$63,925
7	\$70,161	\$72,481	\$60,884	\$84,078	\$69,002	\$67,842	\$56,217	\$65,523
8	\$71,915	\$74,293	\$62,406	\$86,180	\$70,727	\$69,538	\$57,623	\$67,161
9	\$73,713	\$76,150	\$63,966	\$88,334	\$72,495	\$71,277	\$59,063	\$68,840
10	\$75,556	\$78,054	\$65,565	\$90,543	\$74,307	\$73,058	\$60,540	\$70,561
11	\$77,445	\$80,005	\$67,204	\$92,806	\$76,165	\$74,885	\$62,053	\$72,325

Previous Years Experience*	Salary Placement Step
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	9
10	9
11	9
12	9
13	9
14	9
15	10
16	10
17	10
18	10
19	10
20	11
20+	11

*For placement on this schedule, the School District will recognize previous teaching experience as follows:
 four years equals 1
 eight years equals 2

*New Admin with nine to 14 years of substantiated/documented admin experience will be placed on step 9.
 *New Admin with 15 to 19 years of substantiated/documented admin experience will be placed on step 10.
 *New Admin with 20 or more years of substantiated/documented admin experience will be placed on step 11.

New admin employees will be given an additional \$3,000 for a doctorate degree.
 New admin employees will be given an additional \$3,000 if they are assigned to Indian Wells

Contract days may be reduced or extended and salary adjusted pro rata.

Signature & Date

Governing Board President

WINSLOW UNIFIED SCHOOL DISTRICT

CERTIFIED/ACADEMIC COACH/COUNSELOR SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$37,260	14	\$42,930
2	\$37,530	15	\$43,470
3	\$37,800	16	\$44,280
4	\$38,070	17	\$45,360
5	\$38,340	18	\$46,440
6	\$38,610	19	\$47,520
7	\$38,880	20	\$48,600
8	\$39,150	21	\$49,680
9	\$39,420	22	\$50,760
10	\$40,770	23	\$51,840
11	\$41,310	24	\$52,920
12	\$41,850	25	\$54,000
13	\$42,390		

Chart 1 - Experience Value	
1-7 Yrs. Verified Experience	1pt per year
>8 Yrs. Experience	1 pt per 2 years
Years Experience	_____ Points

Chart 2 - Education Value			
BA	0	MA	8
BA+12	2	MA+12	10
BA+24	4	MA+24	12
BA+36	6	MA+48 >	15
Education	_____ Points		

*Compensation for additional academic growth will be given in 12 hour increments. Example:
B+12, B+24, B+36... \$540.00 increase for each increment.

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Academic Coaches and Counselors do not earn vacation and work 202 days. The extra 20 days will be figured from the daily rate on the placement schedule. Salary/182 days x 20 days.

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

TEACHERS IN HIGH DEMAND CONTENT AREAS

High demand teachers are those where shortages of applicants typically occur and have special certification requirements.

Teachers in high demand content areas will receive additional compensation as follows:

\$2,000.00 for highly qualified high school teachers teaching:

- * Mathematics courses
- * English courses
- * Science courses

\$1,500.00 for highly qualified junior high school teachers possessing a secondary certification and teaching in any of the following content areas:

- * Mathematics courses
- * English/reading courses
- * Science courses
- * Reading or Math Specialists at the elementary or junior high school

\$1,000.00 for highly qualified junior high school teachers possessing an elementary certification and teaching in any of the following content areas:

- * Mathematics courses
- * English/reading courses
- * Science courses

\$1,000.00 for highly qualified special education teachers serving in that capacity anywhere in the district.

The additional compensation will be prorated for teachers who are assigned to teach only part time in the high demand area. This additional compensation is to be added to the compensation for retire-return-to-work teachers.

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

EXTRA DUTY

Certificated Extra Duty Salary Schedule
 Approved January 6, 2021
 Winslow United School District No. 1

COLUMN ASSIGNMENTS

High School:

- A. Head Coaches--Boys & Girls Basketball Football, Wrestling, Support Squad, Band, District 504 Coordinator
- B. Head Coaches--Baseball, Girls/Boys Track, Cross Country, Softball, Volleyball, Golf, Esports
- C. Varsity Assistants, Support Squad Asst., Vocal
- D. Drama, Annual (NAVIT), JV & Freshman Coaches, Girls/Boys Swimming, Honor Society, Student Council, Robotics, CTSO Sponsorship (Career & Tech Student Org.)
- E. Assistant JV Coaches
- F. Orchestra

Jr. High School:

- E. Coaches,
- F. Annual, Assistant Coaches, Band, Honor Society, Student Council, Spirit Line

Other:

Lunch Duty/Crossing Guards	\$12.15 per hour Certified/Classified
Elementary Band/Orchestra	\$425
Elementary Gifted Stipend	\$800
JHS Orchestra	\$800
JHS Vocal	\$800
Stage Manager (PAC)	\$1,100
Head Sponsors (2)	\$500 Each
Career Center Advisor	\$500
Activity Support	\$12.15 per hour Certified/Classified

Extra Duty for Professional Development/Instructional purposes: current hrly rate/Classified, \$35.00 /hr Certified for Professional Development, \$40.00 per hour during instruction
 After School Detention \$25.00 per hour

WUSD #1 Coaching Placement

1. JH coaches transferring to the HS will not get credit for experience on the extra duty salary schedule
2. HS coaches transferring to a lower column will get credit for experience on the extra duty salary schedule
3. Prior experience of coaches new to the district will be evaluated.
4. An assistant coach moving to the head coach position in the same sport will receive one-half credit for prior experience in that sport but not above Step 3.

All employees are expected to participate in extra curricular work anywhere in the district as requested by the school administration.

Extra Duty Salary Schedule Based Upon Above Percentages * Teacher's Base
 The Extra Duty Salary Schedule is multiplied by a .80 Factor

*Base 37,260

Step	A	B	C	D	E	F
1	3,160	3,011	1,967	1,878	1,401	1,103
2	3,368	3,249	2,116	2,027	1,520	1,192
3	3,607	3,458	2,265	2,146	1,610	1,252
4	3,815	3,666	2,414	2,295	1,729	1,341
5	4,024	3,875	2,563	2,444	1,848	1,431
6	4,233	4,084	2,713	2,593	1,967	1,520

WINSLOW UNIFIED SCHOOL DISTRICT

CLASSROOM AIDE SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

1/1/21 Pay Increase \$ 0.15

Cell	New	Cell	New
0 or 1	\$12.15	14	\$14.10
2	\$12.30	15	\$14.25
3	\$12.45	16	\$14.40
4	\$12.60	17	\$14.55
5	\$12.75	18	\$14.70
6	\$12.90	19	\$14.85
7	\$13.05	20	\$15.00
8	\$13.20	21	\$15.15
9	\$13.35	22	\$15.30
10	\$13.50	23	\$15.45
11	\$13.65	24	\$15.60
12	\$13.80	25	\$15.75
13	\$13.95		

Chart 1 - Position/Experience	
Classroom Aide	0
HN Aide, Clerical Aide	10
Warehouse, Parent Liaison	10
Food Service Admin Assistant	13
Experience - 1 pt/ year up to 3 years.	
Position/Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			_____ Points

1. For Payroll purposes, personnel on this placement schedule are paid equally over 22 pay periods.
2. Food Service Admin Assistant works 8 hours per day, 200 days. (10 days prior to the start of school and 10 days after school ends.
3. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

0-10 years of service = 0%
 11th year – 15th year = .75%
 16th year - 20th year = 1.5%
 21 years and above = 3%

Approved January 6, 2021

WINSLOW UNIFIED SCHOOL DISTRICT

CUSTODIAL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$13.25	14	\$17.15
2	\$13.55	15	\$17.45
3	\$13.85	16	\$17.75
4	\$14.15	17	\$18.05
5	\$14.45	18	\$18.35
6	\$14.75	19	\$18.65
7	\$15.05	20	\$18.95
8	\$15.35	21	\$19.25
9	\$15.65	22	\$19.55
10	\$15.95	23	\$19.85
11	\$16.25	24	\$20.15
12	\$16.55	25	\$20.45
13	\$16.85		

Chart 1 - Experience Value			
Experience:	1 pt/year up to 3 years		
			1-3
Years Experience		_____	Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education		_____	Points

1. Combo workers - When working multiple positons, the higher rate will be applied.

Example: Custodia/maintenance or custodial/transportation

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

DIRECTOR SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$41,000	14	\$56,000
2	\$42,000	15	\$58,000
3	\$43,000	16	\$60,000
4	\$44,000	17	\$62,000
5	\$45,000	18	\$64,000
6	\$46,000	19	\$66,000
7	\$47,000	20	\$68,000
8	\$48,000	21	\$70,000
9	\$49,000	22	\$72,000
10	\$50,000	23	\$74,000
11	\$51,500	24	\$76,000
12	\$53,000	25	\$78,000
13	\$54,500		

Chart 1 - Position Value	
CTE/Activities Director	0
Speech Therapist/Intern Psychologist	3
Maintenance/Grounds/Transportation/ Print Shop	5
Student Data Tech	10
Speech Pathologist MA with CCC	13
Sped/FP/IT Tech/BM	17
Position Value _____	Points

Chart 2 - Experience Value	
1 Pt/Yr up to 3	
	1-3
Expxerience _____	Points

1. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

2. Activities Director/CTE Director will work 202 Days.

3. Speech Pathologist, Speech Therapist/Intern Psychologist work 182 Days.

4. All other positons are 12 months and include Annual Leave.

WINSLOW UNIFIED SCHOOL DISTRICT

FINANCIAL ASSISTANT SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$18.35	14	\$22.25
2	\$18.65	15	\$22.55
3	\$18.95	16	\$22.85
4	\$19.25	17	\$23.15
5	\$19.55	18	\$23.45
6	\$19.85	19	\$23.75
7	\$20.15	20	\$24.05
8	\$20.45	21	\$24.35
9	\$20.75	22	\$24.65
10	\$21.05	23	\$24.95
11	\$21.35	24	\$25.25
12	\$21.65	25	\$25.55
13	\$21.95		

Chart 1 - Position/Experience Value	
Accounts Payable, Human Resources	0
Payroll, Admin.Asst-Supt	6
Experience - 1 pt/year up to 3 years.	1-3
Years Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			_____ Points

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

HEALTH TECHNICIAN SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$14.85	14	18.75
2	\$15.15	15	19.05
3	\$15.45	16	19.35
4	\$15.75	17	19.65
5	\$16.05	18	19.95
6	\$16.35	19	20.25
7	\$16.65	20	20.55
8	\$16.95	21	20.85
9	\$17.25	22	21.15
10	\$17.55	23	21.45
11	\$17.85	24	21.75
12	\$18.15	25	22.05
13	\$18.45		

Chart 1 - Position/Experience Value	
Health Technician	0
RN	14
Experience - 1 pt/year up to 3 years.	1-3
Years Experience	Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			Points

1. Personnel work 7 hours per day, 185 days a year.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

0-10 years of service = 0%

11th year – 15th year = .75%

16th year - 20th year = 1.5%

21 years and above = 3%

Academic Coaches and Counselors do not earn vacation and work 202 days. The extra 20 days will be figured from the daily rate on the placement schedule. Salary/182 days x 20 days.

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

MAINTENANCE/GROUNDS SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$14.75	14	\$18.65
2	\$15.05	15	\$18.95
3	\$15.35	16	\$19.25
4	\$15.65	17	\$19.55
5	\$15.95	18	\$19.85
6	\$16.25	19	\$20.15
7	\$16.55	20	\$20.45
8	\$16.85	21	\$20.75
9	\$17.15	22	\$21.05
10	\$17.45	23	\$21.35
11	\$17.75	24	\$21.65
12	\$18.05	25	\$21.95
13	\$18.35		

Chart 1 - Position/Experience Value	
Maintenance	0
Specialty	3
HVAC	8
Experience - 1 pt/ year up to 10 years.	1-10
Position/Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education	_____	Points	

1. Extra Duty on-call Maintenance/Custodial \$100.00 per ~~month~~ week that the employee is on call. If the employee Physically works more than 4 hours while on call then the employee will turn in a yellow timesheet for extra duty pay at \$25.00 an hour for any additional time worked over the first 4 hours of on call.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

MEDIA TECHNICIAN SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

1/1/21 \$ 0.15

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$12.15	14	\$16.05
2	\$12.45	15	\$16.35
3	\$12.75	16	\$16.65
4	\$13.05	17	\$16.95
5	\$13.35	18	\$17.25
6	\$13.65	19	\$17.55
7	\$13.95	20	\$17.85
8	\$14.25	21	\$18.15
9	\$14.55	22	\$18.45
10	\$14.85	23	\$18.75
11	\$15.15	24	\$19.05
12	\$15.45	25	\$19.35
13	\$15.75		

Chart 1 - Position/Experience	
Library Tech, Technology Tec	0
Experience - 1 pt year up to 3 Yrs.	1-3
Position/Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			_____ Points

1. For Payroll purposes, personnel on this placement schedule are paid equally over 22 pay periods.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved January 6, 2021

WINSLOW UNIFIED SCHOOL DISTRICT

PRINCIPAL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$61,000	9	\$73,000
2	\$62,000	10	\$75,000
3	\$63,000	11	\$77,000
4	\$64,000	12	\$79,000
5	\$65,000	13	\$81,000
6	\$67,000	14	\$83,000
7	\$69,000	15	\$85,000
8	\$71,000		

Chart 1 - Position Value	
Advisor	0
Elem.	8
HS Asst.	8
JH Prin.	9
HS Prin.	12
Position	_____ Points

Chart 2 - Experience Value	
1-3 Yrs. Verified Experience	1-3
Education	_____ Points

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

SCHOOL FRONT OFFICE PERSONNEL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$15.00	14	\$18.90
2	\$15.30	15	\$19.20
3	\$15.60	16	\$19.50
4	\$15.90	17	\$19.80
5	\$16.20	18	\$20.10
6	\$16.50	19	\$20.40
7	\$16.80	20	\$20.70
8	\$17.10	21	\$21.00
9	\$17.40	22	\$21.30
10	\$17.70	23	\$21.60
11	\$18.00	24	\$21.90
12	\$18.30	25	\$22.20
13	\$18.60		

Chart 1 - Position/Experience	
Bookkeeper, Attendance Officer	0
Secretary, Warehouse Coordinator	2
Experience - 1 pt/ year up to 3 years.	
Position/Experience	_____ Points

Chart 2 - Education Value	
0- 48 hours	0
49-60 hours	1
AA/AS Degree	2
Education	_____ Points

1. High School, Junior High School Secretaries, and Warehouse Coordinator work 261 days and earn Annual Leave.

2. All others work 234 days and do not earn Annual.

3. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

SUBSTITUTE SALARY SCHEDULE

Plan 1 – Short Term Substitute Pay – Day to Day Basis, not to exceed 10 consecutive days.

\$92.00 for Emergency Certified (120 Days/School Year, Max)

\$102.00 for Fully Certified

Plan 2 – Extended Term Substitute Pay – 11 – 89 consecutive days in the same classroom

\$102.00 for Emergency Certified – Retroactive to Day One

\$112.00 for Fully Certified – Retroactive to Day One

Plan 3 – Long Term Substitute Pay – 90-178 days in the same classroom

\$112.00 for Emergency Certified – Retroactive to Day One

\$122.00 for Fully Certified – Retroactive to Day One

\$25.00 - Classified Staff working as a Substitute for a full day will receive the \$25 along with current rate of pay.

Approved January 6, 2021

WINSLOW UNIFIED SCHOOL DISTRICT

SUPERINTENDENT PLACEMENT SCHEDULE

Superintendent Annual Salary Range

1. The contract for the superintendent is structured in a manner in which up to twenty percent of the total annual salary included for the superintendent in the contract is classified as performance pay.
2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

0-10 years of service = 0%
11th year – 15th year = .75%
16th year - 20th year = 1.5%
21 years and above = 3%

Approved April 2, 2020

WINSLOW UNIFIED SCHOOL DISTRICT

TRANSPORTATION PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	18-19 Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$12.25	14	\$17.15
2	\$12.55	15	\$17.45
3	\$12.85	16	\$17.75
4	\$13.15	17	\$18.05
5	\$13.45	18	\$18.35
6	\$13.75	19	\$18.65
7	\$14.05	20	\$18.95
8	\$14.35	21	\$19.25
9	\$14.65	22	\$19.55
10	\$14.95	23	\$19.85
11	\$15.25	24	\$20.15
12	\$15.55	25	\$20.45
13	\$15.85		

Chart 1 -Position Value	
Attendant	0
Mechanic II	3
Bus Drivers-Part time/full time	10
Main Mech	15
Position Value	_____ Points

Chart 2 - Experience Value	
No Experience	0
1-8 Yrs Experience	1 pt per year
>8 Yrs Experience	.5 per year
Experience	_____ Points

1. Training for Bus Drivers = \$12.00 until CDL and Driver Certification is obtained.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD#1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved April 2, 2020

6.D. Discussion and Possible Approval of Retention Bonus for All Permanent Employees, or Another Salary Increase, to be Paid in FY 2021-22

6.E. Discussion and Possible Action to Approve Settlement Agreement with Tonnie Pugh

7. DISCUSSION ITEMS

The Governing Board will not vote on Discussion Items and any action taken as a result of this discussion will be limited to directing staff to study the matter or scheduling the matter for a future agenda.

8. INFORMATION ITEMS

8.A. Requests for Future Agenda Items

This agenda item is for the Governing Board to have a running record of potential items to be placed on future agendas. There will be no discussion on the substance, merits, or issues relating to the proposed agenda item.

8.B. Upcoming Meetings and Events Calendar

- Next Regular Board Meeting and FY21-22 Budget Hearing - July 13, 2021; 6:00 p.m.

9. ADJOURNMENT

Call to adjourn the meeting